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# **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

# LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



ELDERS GRAIN COMPANY LTD.

9003

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<sup>o</sup> Minister of Supply and Services Canada 1990

<sup>9</sup> Ministre des Approvisionnements et Services Canada 1990

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Employment and Emploi et Immigration Canada

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

ÉQUITÉ EN MATIÈRE D'ENPLOY: IDENTIFICATION DE L'ENPLOYEUR, SOMMANRE DU RAPORT ET ATTESTATION D'EXACTITUDE

Formulaire 1

-01	NAME OF EMPLOYER	FULLEGAL MAME - MOMITÉGAL AU COMPET  O FIDERS GRAIN COMPANY LTD.	COMPANY LTD.		COMMON ON BUSINESS NAME - NOM USIVEL OU RAISON SOCIALE	RAISON SOCIALE		
u21	ADONESS		ADDRESS OF PRINCEN PAGE OF BUSINESS. ADMESSES OF ANY AMES NATIONALLE PRINCENLE PRINCEN	V3S 3T9	MAILING ADDRESS: ADRESSE POSTALE			
	OFFICERS C AGENTS	NAME OF CHEF EXECUTIVE OFFICER OF EMPT	MAME OF CHEE ENECUTIVE OFFICEN OF EMPLOTEN - NOM DU PREMIER DINGEANT DE 1. ENTREPIES	VTREPUSÉ	NAME OF OFFICER RESPONSIBLE FOR EMPLOYM	mame of officer alsonable for employment equity. How de l'agent responsable de l'équité en matiène d'émplo. ()	ÉQUITÉ EN MATIÈRE D'E	MALCI
	POSITION FONCTION	FOSITION TITLE - TITME OU FONCTION			POSITION TITLE - FITHE OUFOMOTION		O MEA CODE	TELEPHONE NUMBER MUMÉRO DE TÉLÉPHOME
1			.,	NO OF EMPLOYEES NOMBRE DE SALARIES		(1) DESIGNATED C M AS R M R DESIGNÉES	004	PROVINCE STERRITORIES PROVINCE STERRITORIES
	INDUSTRIAL SECTOR(S)	GRAIN ELEVATOR HIGHOSTRAL SECTOR 3 - MANAGRE D'ACTIVITE 3		1 6 3 NO OF EMPLOYEES MOMBRE DE SALARIES	GEOGRAPHICAL AREAS	CALGARY	ONI-ONI QUE-OC N.SNE	22
2041	BRANCHE(S)	INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3		NO. OF EMPLOYEES MOMBRE DE SALABLES	EACH AREA)	HALIFAX	N.BMB.	43
	9	INDUSTRIAL SECTOR 4 - MAANCHE D'ACTIVITE 4	•	NO OF EMPLOYEES NOMBRE DE SALARIÉS		MOHINKAL	PELTAL	A
22<=>	EMPLOYMENT STATUS CATEGORIES	(1) THE STANFORD OF THE STANFO	(S)  MUNMER OF PERMANENT PART TIME ENER OVESS  WOLMER OF SALLANS  PERMANENTS A TEMPS PARTEL	(B) NUMBER OF TEMPORARY SERVICES NUMBER OF TEMPORARY PARTY SERVICES SALVES SERVICES	SECTEURS GÉOGRAPHIQUES (MDIQUER LE MOMBRE	TORONTO VANCOUVER	ALTA-ALB MELD-T-AL TRN-FAL	3/
	T CATÉGORIES DE SALARIÉS	162	1		CHAQUE SECTEUR)	(1) FOTAL EMPOYEES IN CANADA MOMENSE TOTAL DES SALAMÉS AU CANADA	NWI-IMO	163
	CERTIFICATION  OF  ACCURACY	(Bland) THE ME CONTAINED IN FO	BULKALESTET	(BANN) THE ALL ALLTYCOL (BANN OF THIS REPORT IS THAT AND ACCOUNTE IN EVERY RESPECT. TO THE BEST OF MY KNOWNEDGE AND BELEEF	DER	GRAIN COURSULLIN		COMPORATE
-U4F-0E	A ATTESTATION D'EXACTITUDE	R. (WOM)  QUE LES RENSERGNEMENTS FOUNDAIS DANS LE  ONE DATE	LES FORMSHAMES I A & DU PRÉSENI GAPPO	M. (BOM)  ONE LES MENSEIGNE MENTS FOUNDES COMPAY AND ST. 1 A & DU PRESENT GAPPONT SONT, ANTANT ONE ME SANTES AN HOLD ES BANGES A TOUS EGABOS.  ONE LES MENSEIGNE MENTS FOUNDES CAMO LES FOUNDES TA & DU PRESENT GAPPONT SONT, ANTANT ONE ME SANTUME. SIGNATUME. SIGNATUME.	CTS A TOUS EGLABO'S	Y		SCEAUDE LA
	100	CONTRACTOR OF THE PROPERTY OF THE PARTY OF T	100000		1			THE C

MOTE: SEE INSTRUCTIONS TO COMPLEY MALE TOWNS
MOTE. YOUR INSTRUCTIONS FOUR REPORT IN TOUS LES FORMULAIMES

### FLDERS GRAIN COMPANY LTD.

AGRIBUSINESS
GRAIN DIVISION

8431 - 160th Street, Surrey, B.C., Canada V3S 3T9 Telephone (604) 597-2222 Fax (604) 597-2322 Telex 04-55753 Elders Grain Company Ltd. is a member of the Elders Agribusiness Group

### EXECUTIVE SUMMARY 1989

Although we reported last year that 1988 was a bad year for the Grain Industry; 1989 proved to be even more difficult for Elders Grain.

We did, however, improve our facilities at our office in Surrey, providing easy access and washroom facilities for physically handicapped persons.

Unfortunately, employment opportunities throughout the company were extremely limited during the year and our main concern was in trying to keep our existing employees working.

The problems facing our company increased during the year, finally culminating in the sale of the company early in 1990.

Fish

Canada

Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form Formulaire 2 Partie A, Page 1 6861 Reporting Period: Période de rapport

Industrial Sector: Branche d'activité

QUAIN ELEVATOR

ELDERS GRAIN COMPANY LTD.

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

Persons with Disabilities Personnes handicapées Men

Women

Men Col. 12

Total Number Nombre total Col 11

Women Col 10

Total Number Nombre total

Women Col 7

6 loo

Col 8

Members of Visible Minorities Membres des minorités visibles

Col 13

Designated CMA (specify) RMR designée (préciser)

Province / Territory (specify) Province / territoire (préciser)

Women All Employees Tous les salariés Men Total Number Nombre total Quarter National (Canada) Top and bottom of salary range Maximum et minimum de l'échelle de rémunération Occupational Groups Catégories professionnelles

B

Location-Endroit

Aboriginal Peoples Autochtones Men Col 6 Total Number Nombre total Col 5 Col 4 a way a Col 3 Col 2 \$

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\$

64999

Middle or other managers Cadres intermediaires et

autres cadres

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00006

Upper- level managers Cadres supérieurs

Col

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Semi-professionals and technicians Semi-professionnels et

techniciens

Professionals Professionnels

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20000E 34999 40000 27499 35000 नेपिरि वेश 500 --00000 -00000

Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanênts à temps partiel et les salariés temporaires

34999

Forementwomen

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1 refers, the lowest salary quarter; 4 refers to the highest salary quarter/ 1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

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Employment and Immigration Canada Emploi et Immigration Canada

Form 2 Part A. Page 2

	Top and bottom of salary range		72	All Employees Fous les salariés		Ab	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapées	fues	Member	Members of Visible Minorities Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Maximum et minimum de l'échelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	6 lo)	Col 10	Col. 11	Col 12	Col 13
Constitution of the second	30000 -	4 0	3	40	7	,	,							
Employes de bureau	100001	n 04	م <del>ب</del>	8-	23.		,							
	13499		I		T									
	65000-	4	4	4										
Sales workers Employes du secteur de la	70056		82	817	1									
venie	19999	-	70	70	,									
		4												
Service workers		m												
SELVICES	٠	7												
Skulled crafts and trades	30000-	4	d	d										
workers	34999	m	-	-										
Travailleurs qualifies et artisans	23500	2	•	C										
	27.50		8	8										
Semi-skilled manual workers	20000	m	61	61										
Travailleurs manuels	1007.61	^	6	6										
specialises	9994	-	///	177					1	1				
	33500-	4	d	d										
Other manual workers	34996	8												
Autres travalleurs manuels	15000-	7		,										
	1/2/17			I					(	(		,	-	
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		163	130	\$	3	3		4	7		C	*	\

1 refers to the lowest salary quarter, 4 refers to the highest salary quanter! I represente les salaires du quant le moins éleve; 4 represente les salaires du quant le plus élevé

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Formulaire 2 Partie B, Page 1.

19 8 Reporting Period: Période de rapport:

ELEVATOR.

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Industrial Sector: Branche d'activité:

Col 13 Members of Visible Minorities Membres des minorites visibles Men Col 12 Total Number Nombre total Col 11 Women Col 10 Designated CMA (specify) RMR désignée (préciser) Persons with Disabilities Personnes handicapées Men Col 9 Total Number Nombre total Col 8 Women Col. 7 Aboriginal Peoples Autochtones Men Col 6 Total Number Nombre total Col 5 Province / Territory (specify)
Province / territoire (preciser) Women Col 4 All Employees Tous les salariés Men Col 3 ELDERS GRAIN COMPANY LTD. Total Number Nombre total Col 2 Quarter National (Canada) National (Canada) Top and bottom of salary range Maximum et minimum de l'échelle de rémunération Col 1 B Occupational Groups Categories professionnelles Middle or other managers Cadres intermédiaires et Semi-professionals and technicians Semi-professionnels et techniciens Upper-level managers Cadres superieurs Foremen/women Location-Endroit Professionals Professionnels autres cadres Supervisors

Use separate Parts for permanent full-time and temporary employees. Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires 4

1 84P 5886 (9:86) P

Trefers to the lowest salary quarter. 4 refers to the highest salary quarter/ Treprésente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé



Employment and Immigration Canada Emplor et Immigration Canada

Formulaire 2 Partie B, Page 2

NOTA Voir instructions	Top and bottom			All Employees Tous les salariés		Ab	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapées	ties	Members of Membres de	Visible s minor	Minorities
Occupational Groups Categories professionnelles	Maximum et minimum de l'echelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	9 10)	Col 7	Col 8	6 10)	Col 10	Col 11	Col 12	(01.13
Ciercal workers Employés de bureau	7500-	4 W W-	,		,									
Sales workers Employes du secteur de la vente		4. W. 4-												
Service workers Employes du secteur des services		2 - 1												1
Skilled crafts and trades workers Travailleurs qualifies et artisans		7 2 3												
Semi-skilled manual workers Travailleus manuels specialises		3 -												
Other manual workers Autres travailleurs manuels		4 W 2 -												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	DE SALARIÉS		/		\							\		

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter!
I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form formulaire 3 Partie A

CKAIN ELEVATOR 27861 Reporting Period: Periode de rapport: Industrial Sector: Branche d'activité: Province / Territory (specify)
Province / territoire (preciser) ELDERS GRAIN COMPANY LTD. National (Canada) Name of Business: Nom de l'entreprise: Location-Endroit

CALABYBANGES		All Employees Tous les salariés			Aboriginal Peoples Autochtones	\$	Per	Persons with Disabilities Personnes handicapées	es	Membr	Members of Visible Minorities Membres des minorites visibles	orities
ECHELLES DE REMUNERATION	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col 1	Col 2	Col. 3	Col 4	Col 5	Col 6	Col 7	Col 8	6 lo	Cot. 10	Col 11	Col 12
Under Moins de \$10,000	Ø											
\$10,000 - \$14,999	4	/	3									
\$15,000 - \$17,499	/3	9	7									
\$17,500 - \$19,999	29	14	75				/	/	·			
\$20,000 - \$22,499	6	3	9	/	/							
\$22,500 - \$24,999	34	23	x									
\$25,000 - \$27,499	23	30	3				/	/		/	1	
\$27,500 - \$29,999	13	13	/									
\$30,000 - \$34,999	19	14	Ϋ́	8	R							\
\$35,000 - \$39,999	4	4										
\$40,000 - \$49,999	//	//								/	/	
\$50,000 - \$69,999	6	6								, d	K	
\$70,000 and over	4	4										
TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIÉS	162	130	42	3	3		R	7		10	7	1
£ hat 3848 (9.96)	Use separate	Use separate Parts for permanent part-time and temporary employees  Utiliser les autres parties pour les salaries permanents à temps dartielle les salaries temporaires	ent part-time and	temporary emplo	yees tiel et les salaries	temporaires					2	

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salaries temporaires

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Name of Business: ... Nom de l'entreprise: ELDERS GRAIN COMPANY LTD.

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

Form Part B Part B

CANTIN EXEVATOR

Industrial Sector: Branche d'activité

SALARY SUMMARY: PERMANENT PART-TIME EMPLOVEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL \*

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 5361 Total Number Nombre total Reporting Period: Période de rapport: Col 10 Women Col 9 Persons with Disabilities Personnes handicapees Men COI B Total Number Nombre total Col 7 Women 9 00 Aboriginal Peoples Autochtones Men Province / Territory (specify) Province / territoire (preciser) Col 5 Total Number Nombre total Col 4 Women Col 3 All Employees Tous les salariés Men Col 2 National (Canada) National (Canada) Total Number Nombre total Col 1 7 TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIÉS \$50,000 and over \$40,000 - \$49,999 SALARY RANGES ECHELLES DE RÉMUNÉRATION \$10,000 - \$12,499 \$12,500 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$24,999 \$25,000 - \$29,999 \$30,000 - \$39,999 Under Moins de \$2,500 \$2,500 - \$4,999 \$5,000 - \$7,499 87,500 - \$9,999 Location-Endroit

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form Formulaire A Partie A

CEAIN SLEVATOR

Industrial Sector: Branche d'activité

PERMANENT FULL-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\* ELDERS GRAIN COMPANY LTD.

NOTE. See instructions
NOTA Voir instructions
Name of Business:
Nom de l'entreprise:

Members of Visible Minorities 19 83 Reporting Period: Période de rapport: Persons with Disabilities Aboriginal Peoples Province / Territory (specify)
Province / territoire (preciser) All Employees National (Canada) Location-Endroit

		Tous les salaries			Autochtones		Pers	Personnes handicapees	es	Membr	Membres des minorités visibles	isibles
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col. 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col. 11	Col 12
Upper-level managers Cadres superieurs	/	/										
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels	/	/										
Semi-professionals and technicians Semi-professionnels et techniciens	R	8								\	\	
Supervisors Surveillants									-			
Furemen/women Contremaitres												
Clerical workers Employés de bureau	//		11									
Sales workers Employés du secteur de la vente	4	4										
Service workers Employés du secteur des services												
Skulled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels specialises	15	15										
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED MOMBRE TOTAL DE RECRUTEMENTS	34	33	//									

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



PERMANENT PART-TIME EMPLOYEES HIRED" RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL"

Employment and Immigration Canada Emploi et Immigration Canada

Form formulaire A Partie B

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CXHIN ELEVATUR Reporting Period: Période de rapport: Industrial Sector: Branche d'activité: Province / Territory (specify) Province / territoire (préciser) ELDERS GRAIN COMPANY LTD. National (Canada) National (Canada) 3 NOTE See instructions
NOTA Voir instructions
Name of Business:
Nom de l'entreprise: Lucation-Endroit

		All Employees		4	Aboriginal Peoples	54	Pers	Personnes handicapees	ies	Memb	Members of Visible Minorities Membres des minorites visibles	orities
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
-	Col 1	Col 2	Col 3	Col 4	Col 5	g loo	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Forementive Contremaitres												
Clerical workers Employes de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans							-					
Semi-skilled manual workers Travailleurs manuels spécialises												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED MOMBAE TOTAL DE RECRUTEMENTS	Ø.											

Use separate Parts for permanent full-time and temporary employees \*\* Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

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Industrial Sector: Branche d'activité:

5 Parte A

PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

ELDERS GRAIN COMPANY LTD.

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

Location-Endroit

CKHIN SLEWAICK

Reporting Period: Période de rapport:

Women Col 12 Membres des minorités visibles Members of Visible Minorities Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus (les salaries promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou a l'intérieur de laquelle its ont été promus en dernier) Men Col 11 Total Number Nombre total Col 10 Women Col. 9 Persons with Disabilities Personnes handicapées Men Hommes Col. 8 Total Number Mombre total Col. 7 Women Col 6 Aboriginal Peoples
Autochtones Men Col. 5 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col 4 Women Col. 3 All Employees Tous les salariés Men R 3 Col 2 Total Number Nombre total National (Canada) 3 Col. 1 TOTAL MUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIÉS PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels spécialisés Employés du secteur de la vente Travailleurs qualifies et artisans Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Clerical workers Employés de bureau Foremen/women Service workers Contremaitres Sales workers **Professionnels** Professionals Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires qt.

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Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED" AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL

Industrial Sector: Branche d'activité

5 Partie 8

Form Formulaire

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:

ELDERS GRAIN COMPANY LTD.

Province / Territory (specify) Province / territoire (préciser)

National (Canada) National (Canada)

7

Location-Endroit

Chiting alter tick.

Reporting Period: Période de rapport:

thin which they have been last promoted)

	Salarie	All Employees	The promote of the second seco		Aboriginal Peoples	20	Per	Personnes with Disabilities Personnes handicapées	ties	Abortion Abo	Members of Visible Minorities Membres des minorités visibles	orities
Occupational Groups Catégories professionnelles	Total Mumber	Tous les salariés	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number Nombre total	Men	Women
	Nombre total	Hommes	Femmes	Nombre total	Hommes	remmes		0 1 1	0 100	Cot to	Col 11	Col 12
	Col 1	Col. 2	Col 3	Col. 4	Col 5	9 00	(10)	000	5			
Upper-level managers Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors												
Foremen/women												
Clerical workers Employes de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skulled manual workers Travailleurs manuels specialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIÉS PROMUS												
TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS	Ø											
		O. t. A	a facility and the	as 6.11 same and temporary employees	*							

Use separate Parts for permanent full-time and temporary employees

Utiliser has autres parties pour has salariés permanents à temps piein et les salariés temporaires

Employment and Immigration Canada Emploi et Immigration Canada PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form formulaire 6 Partie A

ELDERS GRAIN COMPANY LTD. NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise:

National (Canada) National (Canada) 9

Location-Endroit

Province / Territory (specify) Province / territoire (préciser)

Industrial Sector: Branche d'activité

Gilly ELEVATOR

13 81 Reporting Period: Période de rapport:

Members of Visible Minorities Membres des minorités visibles

Persons with Disabilities

Women Col 12 Men Col 11 Total Number Nombre total Col 10 Women Col 9 Personnes handicapées Men Hommes Col B Total Number Nombre total Cog 7 Women 9 100 Aboriginal Peoples Autochtones Men Col S Total Number Mombre total d Col 4 0 Women 00 00 J 24 All Employees Tous les salariés 3 Men Q 3 Col 2 Total Number Nombre total 3 33 Z R 00 Col. 1 Middle or other managers Cadres intermediaires et autres cadres TOTAL MUMBER OF EMPLOYEES TERMINATED MOMBRE FOTAL DE CESSATIONS DE FONCTIONS Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans Service workers Employés du secteur des services Semi-skilled manual workers Travailleurs manuels specialises Employés du secteur de la vente Other manual workers Autres travailleurs manuels Upper-tevel managers Cadres supérieurs Clerical workers Employés de bureau Furemen/women Contremaitres Professionals Professionnels Sales workers Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

Canadä

Employment and Immigration Canada Emploi et Immigration Canada

Form formulaire 6 Part B

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Reporting Period: Période de rapport:

Province / Territory (specify) Province / territoire (préciser)

National (Canada)

ELDERS GRAIN COMPANY LTD.

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise.

Location-Endroit

GRAIN ELEUATOR

Industrial Sector: Branche d'activité

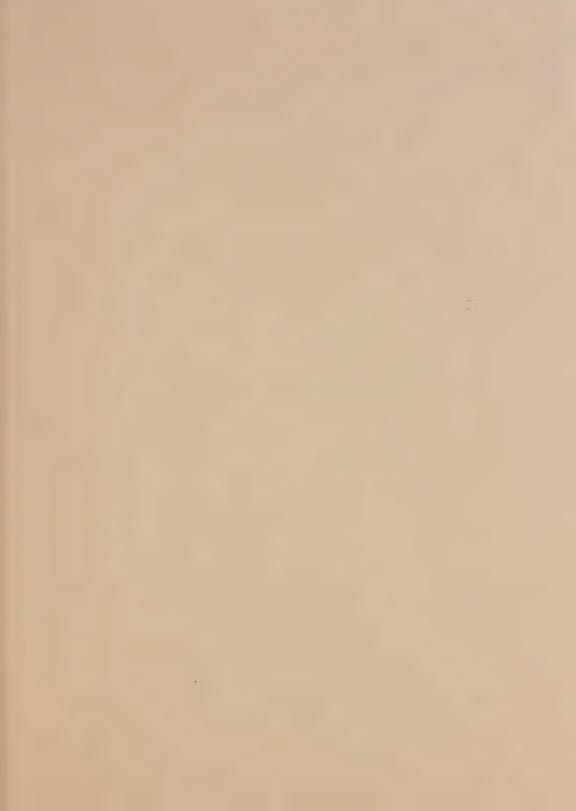
PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Women Col 12 Members of Visible Minorities
Membres des minorités visibles Men Col 11 Total Number Nombre total Col 10 Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Col 7 Women Gol 6 Abonginal Peoples Autochtones Men Col. 5 Total Number Mombre total Col. 4 Women Col 3 All Employees Tous les salariés Men Col. 2 Total Number Nombre total Col Middle or other managers Cadres intermediaires et autres cadres TOTAL NUMBER OF EMPLOYEES TERMINATED MOMBRE FOTAL DE CESSATIONS DE FONCTIONS Occupational Groups Categories professionnelles semi-professionals and technicians semi-professionnels et technicians Service workers £mployés du secteur des services Skilled crafts and trades workers travailleurs qualifiés et artisans Semi-skilled manual workers Travailleurs manuels specialisés Employes du secteur de la vente Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Lierical workers Employés de bureau Furemen/women Professionals Professionnels Contremaitres Sales workers Supervisors

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(99-6) 69RE JW1

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salaries temporaires





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## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

# LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



ARROW TRANSPORTATION SYSTEMS INC.

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Minister of Supply and Services Canada 1990
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Employment and Employ et Immigration Canada +

(Subsections 4(1) and 6(1) 1 paragraphes 4(1) et 6(1)) SCHEDULE II / ANNEXE II

Form Formulaire

TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE 9 8 8 9 9 5 CORPORATE SCEAU DE LA SOCIÉTÉ ġ SEAL 415 12 433 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÉRE D'EMPLOI 320 Seymour Blvd., North Vancouver, B.C. V7J 2J3 NWT-IN-O MARA CODE 9 MO. MEG. 6 0 H ALTA.ALB MAN-MAN SASK -SASK NFED -T-A ONT-OWF N.B.A.-B PE1+P.6 TKN-YUK QUE OR N.S.M.E B.C.-C-4 (2) TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARES 166 DESIGNATED C.M. As R.M. R. DESIGNÉES Arrow Transportation Systems Manager Employee Benefits VANCOUVER EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÈQUITÈ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMARKE DU RAPPORT ET ATTESTATION D'EXACTITUDE EDMONTON WINNIPEG MONTREAL TORONTO COMMON OR BUSINESS NAME - NOM USUKE OU RAISON SOCIALE HALIFAX CALGARY ARROW TRANSPORTATION Debbie Charles GÉOGRAPHIQUES EMPLOYEES LOCATED IN GEOGRAPHICAL (INDICATE NUMBER OF (INDIQUER LE NOMBRE MAILING ADDRESS - ADMESSE POSTALE POSITION TITLE - TITRE OU FONCTION DE SALARIÉS DANS CHAQUE SECTEUR) SECTEURS EACH AREA) AREAS THATTHE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KHOWLEDGE AND BELIEF OUR LES RENSEKONEMENTS FOUNNIS DANS LES FORMULAIRES TA 6 DU PRÉSENT RAPPORTSONT, AUTANT QUE LE SACHE, VIRAIS ET EXACTS A TOUS ÉGAIRDS ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employ HEREBY CERTIFY ON BEHALF OF (Name of employer) 0 0 0 0 NO OF EMPLOYEES NOMBRE DE SALARIÉS 433 SIGNATURE - SIGNATURE NO DE EMPLOYEES MOMBRE DE SALARIÉS NO. OF EMPLOYEES NOMBRE DE SALARIÉS NO OF EMPLOYEES NOMBRE DE SALARIÉS NUMBER OF TEMPORARY
EMPLOYEES
MOMBRE DE SALARIÉS
TEMPORAIRES 2.13 0 7 NAME OF CHEF EXECUTIVE OFFICER OF EMPLOYER - MOM DU PREMIER DIRIGEANT DE 1 ENTREPRISE 320 Seymour Blvd., North Vancouver, B.C. ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADMESSE D'AFFAIRES NA FIONALE PRINCIPALE NUMBER OF PERMANENT
PART-TIME EMPLOYEES
MOMBRE DE SALARIES
PERMANENTS A TEMPS PARTIEL 1990 ARROW TRANSPORTATION SYSTEMS INC. June 28, 2 Truck Transport Industries Chief Executive Officer Debbie Charles INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ ? INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 FULL LEGAL NAME - NOM LÉGAL AU COMPLEY INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ DATE - DATE Jack W. Charles POSITION TITLE - TITME DU FONCTION FULL-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS A TEMPS PLEIN NUMBER OF PERMANENT 418 (Name) JE. (NOM) **②** @ Œ (3) 0 3 (2) 3 2 NOM DE L'EMPLOYEUR CERTIFICATION ATTESTATION NAME OF EMPLOYER D'EXACTITUDE EMPLOYMENT CATEGORIES CATÉGORIES BRANCHE(S) FONCTION INDUSTRIAL D'ACTIVITÉ ACCURACY AGENTS POSITION SECTOR(S) SALARIÉS OFFICERS STATUS ADDINESS AUMESSE DE 9 NOZZE RAGOORH -042 02 95 - 84 **KH40K** シコダダイベン \_0 = Z -02

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NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTA: VOR INSTRUCTIONS POUR REMALKE TOUS LES FORMULAIMES

LMP 3847(9:86)

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Emploret Immigration Canada

Employment and ', 'mmgration Canada

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Form Formulaire

NUMERO DE TÉLÉPHONE 9 8 8 6 3 5 6 CORPORATE SCEAU DE LA O18 19. SOCIETÉ SEAL 9 433 415 12 IO DE FICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'ACENT RESPONSABLE DE L'ÉQUITÉ EN MATIÉNE D'ÉMPRI V7.1 2.13 ANEA CODE NWT-TW-O ONT-ONT MAN MAN 14.66 ASK - SASK ALTA :- ALB NFLD -T A IKN - YuK. QUE Q N.S.AL.E N.B.N.B B.C.C.8 320 Seymour Boulevard, North Vancouver B.C. ARROW TRANSPORTATION SYSTEMS TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARÉS 166 DESIGNATED CIM AS R M R DESIGNÉES VANCOUVER EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CRITIFICATION OF ACCURACY EQUITE EN MATIÈRE D'EMPLOY: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE ARROW TRANSPORTATION WIMMIPEG Manager Employee Benefits MONTREAL ORONTO COMMON OR BUSINESS NAME: NOM USULE OU RAISON SOCIALE HALIFAX CALGARY REGINA GÉOGRAPHIQUES Debbie Charles **EMPLOYEES LOCATED IN** GEOGRAPHICAL (INDICATE NUMBER OF (INDIQUER LE NOMBRE MAILING ADDRESS ADRESSI POSTALL DE SALARIES DANS CHAQUE SECTEUR) POSITION TITLE - TITRE OU FONCTION SECTEURS EACH AREA) AREAS THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF ATTESTE PARLES PRÉSENTES AU NOM DE (Nom de l'employeur) OUE LES KENSEKGING IMENTS FOURINS DANS LES FORMULAIRES I À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE LE SACHE, VRAIS ET EXACTS A TOUS ÉGARDS HEREBY CERTIFY ON BEHALF OF (Name of employer) 0 ( 0 • SIGNATURE - SIGNATURE 320 Seymour Boulevard, North Vancouver B.C. V7J 2J3 NO OF EMPLOYEES NOMBRE DE SALARIÉS NO. OF EMPLOYEES NOMBRE DE SALARIÉS NO OF EMPLOYEES NO OF EMPLOYEES NOMBRE DE SALARIÉS NUMBER OF TEMPORARY EMPLOYEES NOMBRE DE SALARIES FEMPORABRES 0 0 0 0 ARROW TRANSPORTATION SYSTEMS INC. NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE ADDRESS OF PHINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NA HONALE PRINCIPAL NUMBER OF PERMANENT PART-TIME EMPLOYEES MOMBRE DE SALARIES PERMANENTS A TEMPS PARTIEL May 29, 1990 Truck Transport Industries 2 Chief Executive Officer David C. Brown FULL LEGAL NAME - NOM LEGAL AU COMPLET INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ. Jack W. Charles RIAL SECTOR 1 - BRANCHE D'ACTIVITÉ DATE - DATE NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS A TEMPS PLEM POSITION TITLE - TITME OU FONCTION 418 i. (Name) ME, (NOM) (E) (3) (2) 0 E 3 (2) (2) NOM DE L'EMPLOYEUR NAME OF EMPLOYER CERTIFICATION ATTESTATION EMPLOYMENT D'EXACTITUDE CATEGORIES CATÉGORIES BRANCHE(S) POSITION FONCTION INDUSTRIAL SECTOR(S) D'ACTIVITÉ ACCURACY SALARIÉS OFFICERS AGENTS STATUS ADDRE \$5 AURESSE 30 Ö MR-AZZON 93 RAGGORF -02 0 2 <---- OHNH-H-UKH-ON **2400€** MUZZKKY

LMF 3847(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTA: VOR INSTRUCTIONS POUR REMAIN TOUS LES FORMULAIRES



NOTE: See instructions NOTA Voir instructions Name of Business: Nom de l'entreprise

Employment and Immigration Canada Emplor et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form formulaire 2 Part A, Page 1 6861 Reporting Period: Periode de rapport: 4592 TRUCK TRANSPORT INDUSTRIES Industrial Sector: Branche d'activité: ARROW TRANSPORTATION SYSTEMS INC.

Location-Endroit	National (Canada)	(Canada)		Province / Territory (specify) Province / territoire (precise	Province / Territory (specify) Province / territoire (preciser)				Desi	Designated CMA (specify) RMR designee (preciser)	pecify) ciser)			
	Top and bottom			All Employees		Ab	Aboriginal Peoples Autochtones		Person	Persons with Disabilities Personnes handicapees	ties	Membee	Members of Visible Minorities Membres des minorites visibles	norities
Occupational Groups Categories professionnelles	Maximum et minimum de l'echelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	9 loo	Col 7	Col 8	6 loo	Col 10	(ol 11	Col 12	Col 13
	70000	4	-	-	:									
Upper- level managers Cadres superieurs	and over 70000	m ^	2	2										
	and over		-	-		-	-							
	70000	4	m	3		-	-						1	
Middle or other managers	and over	m												
Cadres intermediaires et autres cadres	00000	7	ഗര	<u>د</u> . «	-									
	44333	-		0									-	
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Professionnels	27500	~	2	7									-	
	29999	-												
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Semi-professionnels et	27500	2	2		2									
techniciens	29999	-	-		-									
	45000	4	2	2										
Supervisors	66664	3	က	m		-	-		•	•				
Surveillants	25000	2	<b>3</b>	2	2				-:	-	-			-
	27499	-	17		7							-	-	
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Foremenwomen	6666ħ	3	2	7						1 1	1			
Confremantes	30000	2												
	34999	-	_	_										

1 4 (98/1) (8/86) P 1

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Use teparate Parts for permanent part-time and temporary employees
Use caparate Parts for permanent part-time and temporaries temporaries
Uniter les autres partes parties proui les salaires permanents a temps partiel et les salaries temporaries

I refers to the lowest salary quarter, direfers to the highest salary quarter!
I represente les salaires du quart le moins eleve. A represente les salaires du quart le plus eleve



NOTE: See instructions

Form Parte A. Page 2

NOTA Voir instructions							Aborrousi Peoples		Perso	Persons with Disabilities	tres	Member	Members of Visible Minorities	onties
	Top and bottom of salary range		-	Tous les salariés		•	Autochtones		Perso	Personnes handicapees	ees	Membres	Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Мел	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	col 1		Col 2	(0  3	Col 4	Col 5	Col 6	Col 7	Col 8	6 10)	Col 10	Col 11	Col 12	Col 13
	35000	4	3	2	-									
Clerical workers	39999	m	7	2	S				-	-	-		-	
Employes de bureau	17500	7	13	m	01							-		
	19999	-	8	7	٥									
	45000	Ą	-	-							1			
Sales workers	49999	m												
temployes du secteur de la vente	35000	7	·	r										
	39999	-	7	7										
		4												
Service workers		٣												
Employes du secteur des		7												
Services .		-												
Skilled crafts and trades	00009	4	-	-										
workers	66649	٣												
Travailleurs qualifies et	00001	7												
artisans	44999	-	17	ħ								,	,	
	00001	ব	212	210	2	8	œ		œ.	ž	-	η, •	η,	
Semi-skilled manual workers	66644	٣	88	89		-	-		7	7				
Travailleurs manuels	25000	2	9	က					.,	,	1			
and the same of th	27499	-	3	2	-									
	00000	4	6	6					-	-				
Other manual workers	44999	m	6	6		-	-							
Autres travailleurs manuels	30000	7	2	2										
	34999	-	3	3										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	OF EMPLOYEES DE SALARIÉS		418	383	35	13	13	0	14	13	-	12	=	-
EMP 3871 (9-86) P.2		:	1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/	west salary quar	ter; 4 refers to	refers to the lowest salary quarter, 4 refers to the highest salary quarter/	ry quarter/ s salaires du qua	rt le plus élevé					ر	
			LAD SPINE ION	Aldies up over	The Participant of the Participa	a replease		and and					ׅ֚֡֜֝֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜	,

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/ 1 represente les salaires du quart le moins éleve; 4 représente les salaires du quart le plus éleve

Employment and Immigration Canada Emploi et Immigration Canada

Form Part B, Page 1 89

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19 Reporting Period: Période de rapport: 4592 TRUCK TRANSPORT INDUSTRIES Designated CMA (specify) RMR designee (preciser) OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PARTIEL\* industrial Sector. Branche d'activite: Province / Territory (specify)
Province / territoire (preciser) ARROW TRANSPORTATION SYSTEMS INC. National (Canada) National (Canada) Ø NOTE: See instructions NOTA Voir instructions Name of Business: Nom de l'entreprise Location-Endroit

Source Description	Top and bottom of salary range	:	1	All Employees Tous les salariés		٩	Aboriginal Peoples Autochtones	7	Perso Perso	Persons with Disabilities Personnes handicapees	ties	Member	Members of Visible Minorities Membres des minorites visibles	visibles
Categories professionnelles	minimum de l'échelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Wome
	Col 1		Col 2	Col 3	(0) 4	Col 5	Col 6	Col 7	Col 8	6 (0)	(ol 10	Col 11	Col 12	Col 1
Upper-level managers Cadres superieurs		4 E 7 -												
Middle or other managers Cadres intermediaires et autres cadres		4 m ~-												
Professionals Professionnels		8 E												
Semi-professionals and technicians Semi-professionnels et techniciens		4 6 7 -												
Supervisors Surveillants		3 2 1												
Foremen/women Contremaitres		4 W												

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

I Mr 3566 (9 86) P 1

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/ 1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Employment and Immigration Canada Emplor et Immigration Canada

Form formulaire 2 Partie B, Page 2

NOTE See instructions NOTA Voir instructions

Occupational Grounds	Top and bottom of salary range	:	1	All Employees Tous les salaries		Ab	Aboriginal Peoples Autochtones	2	Perso	Persons with Disabilities Personnes handicapees	rties	Member	Members of Visible Minorities Membres des minorites visibles	orities
Categories professionnelles	minimum de l'echelle de remuneration	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Cot 3	Cot 4	Col 5	(01 6	Col 7	Col 8	6 10)	Col 10	(ol 11	Col 12	Col 13
Clerical workers Employes de bureau	12500 14999 10000 12499	4 m ~ -												
Sales workers Employes du secteur de la vente		4 W V-												
Service workers Employes du secteur des services		4 m ~ -												
Skilled crafts and trades workers Travailleurs qualifies et artisans		4 W V -												
Semi-skilled manual workers Travailleurs manuels specialises		4 m ~ -												
Other manual workers Autres travailleurs manuels		4 E 2 -												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	F EMPLOYEES DE SALARIÉS		2		2									

FMF 3886 (9-86) F 2

.. 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus élevé

Employment and Immigration Canada Emploi et Immigration Canada

Form S Part A Formed

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS A TEMPS PLEIN\*

4592 TRUCK TRANSPORT INDUSTRIES Industrial Sector: Branche d'activite:

ARROW TRANSPORTATION SYSTEMS INC.

1989 Reporting Period: Periode de rapport: Women Col 12

Total Number Nombre total

Women 6 100

Col 10

Col 8

C 10 7

Gol 6

**-**

Members of Visible Minorities
Membres des minorites visibles Men Hommes Col 11

Persons with Disabilities Personnes handicapees Men Total Number Nombre total Women Aboriginal Peoples Autochtones Province / Territory (specify)
Province / territoire (preciser) All Employees Tous les salariés Men National (Canada)

Men Col 5 Total Number Nombre total Col 4 Women Col 3

Col. 2

Total Number Nombre total Col

SALARY RANGES ECHELLES DE REMUNERATION

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Location-Endroit

NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise 2 S

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\$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999

\$15,000 - \$17,499

\$10,000 - \$14,999

Under Moins de \$10,000

\$25,000 - \$27,499

\$27,500 - \$29,999

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> 383 238 = 241 Ξ 1 418 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES and over \$30,000 - \$34,999 \$40,000 - \$49,999 \$35,000 - \$39,999 \$50,000 - \$69,999 \$70,000

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

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NOTE See instructions NOTA Voir instructions

Employment and Immigration Canada Employet Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PARTIEL "

Part B Partie B

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Canadä 4592 TRUCK TRANSPORT INDUSTRIES Women Col 12 0 Members of Visible Minorities Membres des minorites visibles Men Hommes Col 11 0 1989 Total Number Nombre total Reporting Period Periode de rapport Col 10 0 Women 6 100 0 Persons with Disabilities Personnes handicapees Men Hommes (col 8 0 Industrial Sector Branche d'activite Total Number Nombre total (0) 7 0 Women 9 100 0 ARROW TRANSPORTATION SYSTEMS INC. Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify) Province / territoire (preciser) Col 5 0 Total Number Nombre total Col 4 0 Women Col 3 -All Employees Tous les salaries Men Col 2 0 National (Canada) National (Canada) Total Number Nombre total Col 1 2 ď TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES \$50.000 and over \$40,000 - \$49,999 \$17,500 - \$19,999 \$20,000 - \$24,999 \$25,000 - \$29,999 \$30,000 - \$39,999 \$12,500 - \$14,999 \$15,000 - \$17,499 \$10,000 - \$12,499 SALARY RANGES ECHELLES DE REMUNERATION Under \$2,500 \$2,500 - \$4,999 \$5,000 \$7,499 666'6\$ - 005'2\$ Name of Business. Nom de l'entreprise Location Endroit

EMP 3849 (9-86)

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

NOTE: See instructions

Name of Business: Nom de l'entreprise

Employment and Immigration Canada Employ et Immigration Canada

RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

PERMANENT FULL-TIME EMPLOYEES HIRED\*

Industrial Sector: Branche d'activite:

4 Part A

Form

Col 12 Femmes Women Members of Visible Minorities
Membres des minorites visibles Men Col. 11 4592 TRUCK TRANSPORT INDUSTRIES Total Number Nombre total 1989 Col 10 Reporting Period: Periode de rapport Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Col 7 Women Col 6 Aboriginal Peoples Autochtones Men Col. 5 Province / Territory (specify)
Province / territoire (preciser) ARROW TRANSPORTATION SYSTEMS INC. Total Number Nombre total Col 4 Women Col. 3 # All Employees Tous les salaries Men Col. 2 -2 Total Number Nombre total National (Canada) National (Canada) Col. 1 \_ 7 \_ 4 ř Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Sales workers Employes du secteur de la vente Employes du secteur des services Upper-level managers Cadres superieurs Employes de bureau Location-Endroit Forementwomen Clerical workers Service workers Professionals Professionnels Contremaitres

Use separate Parts for permanent part-time and temporary employees

# Utiliser les autres parties pour les salaries permanents a temps partiel et les salariès temporaires

9

TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS

EMP 3870 (9-86)

Other manual workers

1717

45 -

Skilled crafts and trades workers Travailleurs manuels specialises Travailleurs qualifies et artisans Semi-skilled manual workers Autres travailleurs manuels

Supervisors

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NOTE See instructions NOTA Voir instructions

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Form Formulaire

Part B Partie B

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Women Col 12 Members of Visible Minorities Membres des minorités visibles 4592 TRUCK TRANSPORT INDUSTRIES Men Hommes Col 11 19 89 Total Number Nombre total Col 10 Reporting Period: Periode de rapport Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Industrial Sector Branche d'activite (0) Women Col 6 Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires Aboriginal Peoples Autochtones Men Col 5 ARROW TRANSPORTATION SYSTEMS INC. Province / Territory (specify) Province / territoire (preciser) Total Number Nombre total Col 4 Women Col 3 \_ All Employees Tous les salaries Men Col 2 Total Number Nombre total National (Canada) National (Canada) Col 1 \_ ă TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTÉMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs £mployes de bureau Nom de l'entreprise Name of Business Foremenwomen Lucation-Endroit Clerical workers Professionals Professionnels Contremaitres Sales workers Supervisors

LMF 3890 (9-86)

Employment and Immigration Canada Emploi et Immigration Canada

Form formulaire 5 Part A

4592 TRUCK TRANSPORT INDUSTRIES

Reporting Period: Periode de rapport:

PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIES PERMANENTS À TEMPS PLEIN\* Industrial Sector. Branche d'activite

NOTE: See instructions NOTA Voir instructions

Nom de l'entreprise. Name of Business:

Location-Endroit

ARROW TRANSPORTATION SYSTEMS INC.

Province / Territory (specify)
Province / territoire (preciser)

National (Canada) National (Canada)

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Women Col 12 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted). Salaries promits (les salaries promus au cours de l'annee doivent être inscrits seulement dans la categorie professionnelle a laquelle ou a l'interieur de laquelle ils ont ete promus en dernier). Men Col 11 Total Number Nombre total Col. 10 Women Col. 9 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Hommes Col. 5 Men Nombre total Total Number Col 4 Women m Col. 3 All Employees Tous les salariés Men 4 3 9 Col. 2 Total Number Nombre total Col. 1 7 13 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS
NOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels Upper-level managers Employes de bureau Cadres superieurs ForemenAvomen Clerical workers Professionnels Contremaitres Sales workers Professionals Supervisors

Use separate Parts for permanent part-time and temporary employees

• Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

t MF 3869 (9-86)

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Employment and Immigration Canada Emploret Immigration Canada

# PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

NOTE See instructions NOTA Voir instructions

Form formulaire 5 Partie 8

Women Col 12 0 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the Occupational groups to which or within which they have been last promoted) Salavies promis les salavies promis are cours de l'annee doivent être inscrits seulement dans la categorie professionnelle a laquelle ou a l'interieur de laquelle is ont ete promus en deriner) 4592 TRUCK TRANSPORT INDUSTRIES Men Col 11 0 Reporting Period: Periode de rapport: Total Number Nombre total Col 10 0 Women 6 100 0 Persons with Disabilities Personnes handicapees Men Col 8 0 Total Number Nombre total Industrial Sector Branche d'activite Col 7 0 Women Gol 6 0 Aboriginal Peoples Autochtones Men Col 5 ARROW TRANSPORTATION SYSTEMS INC. 0 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col 4 0 Women Col 3 0 All Employees Tous les salarres Men Col. 2 0 Total Number Nombre total National (Canada) National (Canada) Col. 1 0 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS × Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises Employes du secteur de la vente Travailleurs qualifies et artisans Autres travailleurs manuels Upper-level managers Cadres superieurs Other manual workers Employes de bureau Name of Business Nom de l'entreprise Foremenwomen Location-Endroit Clerical workers Service workers Professionals Professionnels Sales workers Surveillants

1 MP 3883 (9-86)

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

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Employment and Immigration Canada Employ et Immigration Canada PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form formulaire 6 Partie A

4592 TRUCK TRANSPORT INDUSTRIES

Industrial Sector: Branche d'activité:

ARROW TRANSPORTATION SYSTEMS INC.

NOTE: See instructions NOTA Voir instructions
Name of Business:
Nom de l'entreprise:

Location-Endroit	National (Canada)		Province	Province / Territory (specify)					Reporting Period:	od: 19 89		
	National (Canada)			Province / territoire (préciser)	er)			1				
		All Employees Tous les salariés			Aboriginal Peoples Autochtones	×	Perso	Persons with Disabilities Personnes handicapées	nes	Memt	Members of Visible Minorities Membres des minorités visibles	orities wisibles
Occupational Groups Categories professionnelles	Total Number Nombre total	_	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col. 2	Col 3	Col 4	Col S	Col 6	Col 7	Col 8	6 10)	Col 10	Col. 11	Col 12
Upper-level managers Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres	-	1										
Professionals Professionnels	2	2										
Semi-professionals and technicians Semi-professionals et technicians												
Supervisors	2	2										
furemen/women Contremattres	-	1										
Clerical workers Employes de bureau	14	3	11	-		-				-	-	
Sales workers Employes du secteur de la vente	2	2										
Service workers Employes du secteur des services	1	-		1	1							
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels specialises	31	31		2	2							
Other manual workers Autres travailleurs manuels	5	5										
TOTAL MUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	69	84	11	#	3	-	0	0	0	-	-	0

Use separate Parts for permanent part-time and temporary employees

# Utiliser les autres parties pour les salarres permanents a temps partiel et les salarres temporaires

Form 6 Part 8

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS A TEMPS PARTIEL\*

NOTE See instructions NOTA Voir instructions

Canadä Women CO 12 4592 TRUCK TRANSPORT INDUSTRIES Members of Visible Minorities Membres des minorités visibles Men Hommes Col 11 Total Number Nombre total 686 Col 10 0 Reporting Period Periode de rapport. Women 0 Col 9 Personnes with Disabilities Personnes handicapees Men Hommes Col 8 0 Total Number Nombre total Industrial Sector Branche d'activité Col 7 0 Women Col 6 0 Aboriginal Peoples Autochtones ARROW TRANSPORTATION SYSTEMS INC. Men Hommes Col 5 0 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 0 Women Col 3 -All Employees Tous les salarres Men Col. 2 m Total Number Nombre total National (Canada) National (Canada) 3 Col 1 ă Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL MUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans Service workers Employes du secteur des services Semi-skilled manual workers Travailleurs manuels specialises fmployes du secteur de la vente Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Name of Business Nom de l'entreprise Employes de bureau Furemen/women Confremaitres ocation-Endroit ( lerical workers Sales workers Professionals Professionnels Supervisors

(MP 3889 (9:86)

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires .

Employ et Immigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN\*

NOTE: See instructions NOTA. Voir instructions

Name of Business: Nom de l'entreprise:

Location-Endroit

Formulaire 2 Partie A, Page 1 1989

Reporting Period: Periode de rapport. 4592 TRUCK TRANSPORT INDUSTRIES Designated CMA (specify) RMR designee (preciser) Industrial Sector: Branche d'activite British Columbia Province / Territory (specify)
Province / territoire (preciser) ARROW TRANSPORTATION SYSTEMS INC. Ø National (Canada)

Persons with Disabilities Personnes handicapees Aboriginal Peoples Autochtones All Employees Tous les salariés Top and bottom of salary range Maximum et minimum de l'échelle de rémunération

Women Col 13 Members of Visible Minorities Merpbres des minorités visibles Men Col 12 Total Number Nombre total (0) 11 Women Col 10 Men Hommes Col 9 Total Number Nombre total Col 8 Women COI 7 Men Hommes 9 103 Total Number Nombre total Col 5 Women Col 4 77 Men Hommes Col 3 # Total Number Nombre total Col 2 Quart and over 70000 and over 70000 and over 40000 44999 55000 59999 27500 29999 Col 1 70000 40000 44999 27500 29999 45000 49999 27499 66664 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et Upper- level managers Semi-professionals and technicians Semi-professionnels et Cadres superieurs Foremen/women Contremaitres Professionals Professionnels autres cadres Supervisors techniciens

1 4 (98-5) 1 (8: 80) P 1

30000

I refers to the lowest salary quarter, 4 refers to the highest salary quarter/ I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus elevé . Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires Canada

Form Parte A Page 2

NOTE See instructions

													Advanced in the safe bloom below the an arrange of	
	Top and bottom of salary range		1	All Employees Tous les salaries		AP P	Aboriginal Peoples Autochtones		Perso	Personnes handicapees	ees	Membre	Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Maximum et minimum de l'echelle de	Quart	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Cot 1		Col 2	Col 3	(0) 4	Col 5	Col 6	(017	Col 8	6 (0)	Col 10	(ol 11	Col 12	Col 13
	35000	4	3	2	-							1.1	-	:
Clerical workers	39999	m	7	2	5				1	1		-	1	
Employes de bureau	17500	7	=	m	80									
	19999	-	80	2	9									
	45000	Φ	-	-					:		:			
Sales workers	6666ħ	е												
Employes du secteur de la	35000	2									:	:		
ania.	39999	Ē	2	2										
		4												
Service workers		m												
Employes du secteur des		2												
Carreta		-												
Skilled crafts and trades	00009	4	-	-										
workers	66649	٣												
Travailleurs qualities et	00000	2												
artisans	66644	-	ħ	- ф										
	00004	4	209	207	2	8	80		80	7	1	3	3	
Semi-skilled manual workers	66644	m	83	83		-	-		7	7		1	-	
Travailleurs manuels	25000	2	e	c			:							
specialises	27499	-	m	2	-				-	-				
	00001	4	6	6					-	1		-	-	
Other manual workers	66644	m	6	6		-	-							
Autres travailleurs manuels	30000	~	2	2										
	34999	-	3	3										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	DE SALARIÉS		403	370	33	13	13		14	13	1	12		-
EMP 3871 (9-86) P 2		:	I refers to the lowest salary quarter, 4 refers to the highest salary quarter/	rest salary quart	er; 4 refers to	I refers to the lowest salary quarter, 4 refers to the highest salary quarter!	quarter/	1 1 1						= -

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter! 1 represente les salaires du quart le moins eleve; 4 représente les salaires du quart le plus éleve

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form Formulaire 2 Partie 8, Page 1

Members of Visible Minorities Membres des minorites visibles Reporting Period: Periode de rapport: 4592 TRUCK TRANSPORT INDUSTRIES Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees British Columbia Industrial Sector: Branche d'activité Aboriginal Peoples Autochtones 15 Province / Territory (specify)
Province / territoire (preciser) ARROW TRANSPORTATION SYSTEMS INC. Ø National (Canada) National (Canada) Top and bottom of salary range Maximum et minimum de l'échelle de rémunération NOTE: See instructions NOTA Voir instructions Name of Business Nom de l'entreprise Location-Endroit

Men Col 6 Total Number Nombre total Col 5 Women Col 4 All Employees Tous les salariés Men Hommes Col 3 Total Number Nombre total Col 2 Quarter

00

Upper- level managers Cadres superieurs

Occupational Groups Categories professionnelles

Col 13

Men Col 12

Total Number Nombre total Col 11

Women Col 10

Men Col 9

Total Number Nombre total

Women Col 7

Col 8

Middle or other managers Cadres intermediaires et

autres cadres

Semi-professionals and

Professionals Professionnels

technicians Semi-professionnels et Techniciens Foremen/women Contremaitres

Supervisors

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

1 MF 3886 (9-86) P

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter). Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le moins eleve.



	Top and bottom of salary range	:		All Employees Tous les salaries		Ab	Aboriginal Peoples Autochtones	s	Perso Perso	Persons with Disabilities Personnes handicapees	ties	Membe	Members of Visible Minorities Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Maximum et minimum de l'echelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Gol 6	(017	Coi 8	6 (0)	Col 10	Col 11	Col 12	Col 13
	12500	4	-		1					:	:			
Clerical workers	14999	3				:	:		1	1 1 1				
	10000	7	-		1									
Sales workers Employes du secteur de la vente		4 E 2 -												
Service workers Employes du secteur des services		3 8												
Skulled crafts and trades workers Travailleurs qualifies et arrisans		4 m v =												
Semi-skilled manual workers Travailleurs manuels specialises		4 8 2 -												
Other manual workers Autres travailleurs manuels		8 E C -												
TOTAL NUMBER OF EMPLOYEES	IF EMPLOYEES		2		2									

•• 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/ 1 represente les salares du quart le moins eleve, 4 represente les salaires du quart le plus éleve

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN\*

NOTE. See instructions NOTA Voir instructions Name of Business: Nom de l'entreprise Location-Endroit

Industrial Sector: Branche d'activite.

4592 TRUCK TRANSPORT INDUSTRIES

Form 3 Part A Formulaire 3 Partie A

1989 Reporting Period.

Periode de rapport: 15 British Columbia Province / Territory (specify) Province / territoire (preciser) ARROW TRANSPORTATION SYSTEMS INC. ă

National (Canada) National (Canada)

		All Employees Tous les salaries		,	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapees	25	Membr	Members of Visible Minorities Membres des minorites visibles	rities
SALARY RANGES ECHELLES DE REMUNERATION	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col. 2	Col 3	Col 4	Col S	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de \$10,000												
\$10,000 - \$14,999												
\$15,000 - \$17,499												
\$17,500 \$19,999	5	2	es .							-	-	

\$30,000 - \$34,999	16	=	c c				-	-		4
\$35,000 - \$39,999	104	101	3	3	3		æ	ю		2
\$40,000 - \$49,999	236	233	ю	80	8		6	8	1	5
\$50,000 - \$69,999	10	10								-
\$70,000 and over	7	7		2	2					
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	403	370	33	13	13	0	14	13	-	12
LMP 3848 (9 86)	* Use separate	Use separate Parts for permanent part time and temporary employees. Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires	ient part-time and les salaries perma	temporary empli	yees tiel et les salaries	temporaires				



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2 2

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\$22,500 - \$24,999 \$25,000 - \$27,499

\$20,000 - \$22,499

\$27,500 - \$29,999

SALARY SUMMARY; PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL; SALARIÉS PERMANENTS A TEMPS PARTIEL\*

form formulaire 3 Partie 8

Women 0 Members of Visible Minorities Membres des minorites visibles 4592 TRUCK TRANSPORT INDUSTRIES Men Hommes Col 11 0 68 61 Total Number Nombre total 0 Reporting Period Periode de rapport Col 10 Women 6 10) 0 Persons with Disabilities Personnes handicapees Men Hommes 0 Col 8 Industrial Sector Branche d'activite Total Number Nombre total 15 British Columbia 0 Col 7 Women Gol 6 0 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify) Province / territoire (preciser) Col 5 0 ARROW TRANSPORTATION SYSTEMS INC. Total Number Nombre total 0 Col 4 ď Women Col 3 All Employees Tous les salarres Men Hommes C 100 0 National (Canada) Total Number Nombre total Col 1 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES \$50,000 and over SALARY RANGES ECHELLES DE REMUNERATION \$17,500 - \$19,999 \$25,000 - \$29,999 \$30,000 - \$39,999 \$40,000 - \$49,999 \$10,000 - \$12,499 \$12,500 - \$14,999 \$15,000 - \$17,499 \$20,000 - \$24,999 Under \$2,500 Moins de \$2,500 \$2,500 - \$4,999 \$5,000 \$7,499 \$7,500 - \$9,999 NOTE See instructions NOTA Voir instructions Name of Business Nom de l'entreprise Location-Endroit

LMP 3849 (9-86)

Use separate Parts for permanent full-time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaries

Form Part A Part A Formulaire A Partie A

4592 TRUCK TRANSPORT INDUSTRIES 1989 Reporting Period. Periode de rapport: PERMANENT FULL-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\* Industrial Sector 15 British Columbia ARROW TRANSPORTATION SYSTEMS INC. Province / Territory (specify) National (Canada) NOTE See instructions NOTA Voir instructions Name of Business: Nom de l'entreprise: Location-Endroit

	National (Canada)		Province	Province   territoire (preciser)	er)							
		All Employees Tous les salaries			Aboriginal Peoples Autochtones	20	Pers	Persons with Disabilities Personnes handicapees	nes	Memb	Members of Visible Minorities Membres des minorites visibles	orities isibles
Occupational Groups Categories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
•	Col 1	Col. 2	Col. 3	Col 4	Col. 5	Col 6	Col. 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs	1	1		-	-							
Middle or other managers Cadres intermediaires et autres cadres	2	2										
Professionals Professionnels												
semi-professionals and technicians Semi-professionnels et techniciens	1		1									
Supervisors Surveillants												
Foremen/women Contremaitres	1	1										
Clerical workers Employes de bureau	ti		ħ									
Sales workers Employés du secteur de la vente												
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels specialises	43	42	1	-	-		-	-				
Other manual workers Autres travailleurs manuels	1	-										
TOTAL NUMBER OF EMPLOYEES HIRED WOMBRE TOTAL DE RECRUTEMENTS	53	n7	9	2	2	0	-	-	0	0	0	0
STAL NUMBER OF EMPLOYEES HIRED SMBRE TOTAL DE RECRUTEMENTS	53	4.7	9		2		2	2	2	2 0 1 1	2 0 1 1 0	2 0 1 1 0 0

Use separate Parts for permanent part-time and temporary employees

# Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

Formulaire 4 Partie

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

NOTE See instructions NOTA Voir instructions

Name of Business: Nom de l'entreprise

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Hommes Col 11 Industrial Sector

Branche d'activité

4592 TRUCK TRANSPORT INDUSTRIES 68 61 Total Number Nombre total Col 10 Reporting Period: Periode de rapport Women 6 lo Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Col 7 15 British Columbia Women Gol 6 Aboriginal Peoples Autochtones Men Hommes Col 5 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 ARROW TRANSPORTATION SYSTEMS INC. Women 00 3 □× All Employees Tous les salaries Men Hommes Col 2 Total Number Nombre total National (Canada) Col 1 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Ladres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Employes du secteur de la vente Other manual workers Autres travailleurs manuels Upper-level managers Cadres superieurs Clerical workers Employes de bureau Loremenwomen Location-Endroit Service workers (ontremaitres Professionals Professionnels Sales workers Surveillants

LMF 3890 (9-86)

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salariés temporaires

PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form Formulaire 5 Partie A

Women Col 12 4592 TRUCK TRANSPORT INDUSTRIES Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees, promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted). Men Col 11 Reporting Period: Periode de rapport Total Number Nombre total Col 10 Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Industrial Sector Branche d'activite Col 7 15 British Columbia Women Col 6 Aboriginal Peoples Autochtones ARROW TRANSPORTATION SYSTEMS INC. Men Col 5 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 Women Col 3 All Employees Tous les salariés Men Col 2 -10 10 # # Total Number Nombre total National (Canada) National (Canada) Col. 1 13 13 # TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles NOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers Employes du secteur de la vente Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels Middle or other managers NOTE See instructions NOTA Voir instructions Other manual workers Upper-level managers Cadres superieurs f mployes de bureau Name of Business: Nom de l'entreprise ForemenAwomen Location-Endroit Clerical workers Service workers Contremaitres Sales workers Professionnels Professionals Supervisors

1 MF 3869 (9 86)

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires 4

form formulaire 5 Partie B

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Women Col 12 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaires promis lessalaires promis a cours de l'annee doivent être inscrits seulement dans la categorie professionnelle a laquelle, ou a l'interieur de laquelle, hont ete promus en dernier) 4592 TRUCK TRANSPORT INDUSTRIES 68 61 Men Col 11 0 Reporting Period: Periode de rapport: Total Number Nombre total Coi 10 0 0 Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 0 Total Number Nombre total Industrial Sector Branche d'activité Col 7 0 15 British Columbia Women Col 6 0 Aboriginal Peoples Autochtones Men Col 5 0 ARROW TRANSPORTATION SYSTEMS INC. Province / Territory (specify)

X Province / territoire (préciser) Total Number Nombre total Col. 4 0 Women Col 3 0 All Employees Tous les salarres Men Hommes Col 2 0 Total Number Nombre total National (Canada) 0 Col 1 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans Employes du secteur des services Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels Other manual workers NOTE See instructions NOTA Voir instructions Upper-level managers Cadres superieurs Cierical workers Employes de bureau Name of Business Nom de l'entreprise. Foremen/women Service workers Location-findroit Contremaitres Sales workers Professionnels Professionals Surveillants

Mr. 1881 (9-86)

Use separate Parts for permanent full time and temporary employees

Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires



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Employment and Immigration Canada Emplor et Immigration Canada

CESSATIONS DE FONCTIONS SALARIES PERMANNINS À TEMPS PLEIN\*

Industrial Sector: Branche d'activité

ARROW TRANSPORTATION SYSTEMS INC.

NOTE See instructions NOTA Voir instructions

Name of Business: Nom de l'entreprise.

Form Formulaire 6 Part A

4592 TRUCK TRANSPORT INDUSTRIES

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Hommes Col 11 Total Number Nombre total Col 10 -Reporting Period: Periode de rapport: Women Col 9 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Col 7 15 British Columbia Women Col 6 Aboriginal Peoples Autochtones Men Hommes Col 5 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total m Col 4 \_ -Women Col 3 00  $\infty$ ď All Employees Tous les salaries Men Hommes Col 2 2 7 m 2 29 m 1111 Total Number Nombre total National (Canada) National (Canada) Col 1 7 7 Ξ 7 29 m 52 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers £mployes du secteur de la vente Iravailleurs qualifies et artisans Travailleurs manuels specialises Semi skilled manual workers Autres travailleurs manuels Other manual workers Upper level managers Cadres superieurs Clerical workers Employes de bureau i uremen/women Location Endroit Professionals Professionnels Service workers Contremaitres Sales workers Supervisors

Use separate Parts for permanent part-time and temporary employees

• Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

1 MP 3872 (9.86)

Industrial Sector Branche d'activité

ARROW TRANSPORTATION SYSTEMS INC.

NOTA Voir instructions
NOTA Voir instructions
Name of Business
Nom de l'entreprise

Form formulaire 6 Partie B

4592 TRUCK TRANSPORT INDUSTRIES

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS A TEMPS PARTIEL\*

Canadä Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Hommes Col 11 Total Number Nombre total 68 61 Col 10 Reporting Period Periode de rapport Women 6 10) Persons with Disabilities Personnes handicapees Men Col 8 lotal Number Nombre total Col 7 X Province/Territore (preciser) 15 British Columbia Women Col 6 Aboriginal Peoples Autochtones Men Hommes Col 5 Total Number Nombre total Col 4 Women Col 3 All Employees Tous les salaries Men Hommes Col. 2 Total Number Nombre total National (Canada) Col 1 \_ Middle or other managers Cadres intermediaires et autres cadres Occupational Gröups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi professionals and technicians Semi-professionnels et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Sales workers Imployes du secteur de la vente Autres travailleurs manuels Other manual workers Outper-level managers adres superieurs Clerical workers Employes de bureau Confrementes ocation tindroit Professionals Professionnels Supervisors

(98 6) 6888 AW

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaires permanents à temps plein et les salaires temporaires

وَةِ Total Numb Nombre for Vancou Mer Col 11 4592 TRUCK TRANSPORT INDUSTRIES 07 Women Col 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men Hommes 6 107 Total Number Nombre total OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\* Col 8 宏 Women Col 7 Industrial Sector: Branche d'activite: Aboriginal Peoples Autochtones Men 9 loo Total Number Nombre total Col S Province / Territory (specify)
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Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

I refers to the lowest salary quarter; 4 refers to the highest salary qual represente les salaires du quart le moins eleve; 4 represente les salai

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EMP 3871 (9-86) P 1

form Part A, Page 2

NOTE See instructions

NOTA Voir instructions												A A complete	of March to Barner	
	Top and bottom		-12	All Employees Tous les salariés		Ab	Aboriginal Peoples Autochtones		Person	Persons with Disabilities Personnes handicapées	es es	Membres	Membres des minorites visibles	isibles
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Employes du secteur de la vente	35000	2 -	2	2								:		
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services		7 -												
Skilled crafts and trades workers	00009	4 W	-	-										
Travailleurs qualifies et artisans	00000	2 1	4	ф			:					,		
Semi-skilled manual workers	00000	3.4	45	43	2				m	7		7	7	
Travailleurs manuels specialises	25000	2 1	1 2	1 2		:	1	-	:-	-	:			
Other manual workers	00001	4 · w	6 8	თ &		-			-	-		-	-	
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1 MP 3871 (9-86) P 2

Employ et Immigration Canada Employment and Immigration Canada

form Part B. Page 1 189

Reporting Period: Période de rapport 4592 TRUCK TRANSPORT INDUSTRIES OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Industrial Sector: Branche d'activite:

07 Vancouver XI

Designated CMA (specify) RMR designee (préciser)

Women Col 13

Men Col 12

Total Number Nombre total Col 11

Women Col 10

Members of Visible Minorities Membres des minorites visibles

Persons with Disabilities Personnes handicapees

Aboriginal Peoples Autochtones Men 9 loo

Total Number Nombre total Col 5

Women Col 4

Total Number Nombre total

Quart

Top and bottom of salary range Maximum et minimum de l'echelle de remuneration Cot 1

Occupational Groups Categories professionnelles

Col 2

All Employees Tous les salariés Men Col 3

Province / Territory (specify)
Province / territoire (preciser)

National (Canada) National (Canada)

Location-Endroit

ARROW TRANSPORTATION SYSTEMS INC.

NOTE See instructions NOTA Voir instructions

Name of Business. Nom de l'entreprise

Men Col 9 Total Number Nombre total Col 8 Women Col 7

Middle or other managers Cadres intermediaires et

autres cadres

Upper-level managers Cadres superieurs

technicians Semi-professionnels et techniciens

Semi-professionals and

Professionals Professionnels

ForemenAwomen

Supervisors

Contremaitres 1 IMP 1886 (9 Bb) P

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaries permanents a temps piein et les salaries temporaires

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter? Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus-eleve :

Canada Canada

Form formulaire 2 Partie B, Page 2

NOTE AND THE PROPERTY OF THE P	Top and bottom			All Employees Tous les salanes		At	Aboriginal Peoples Autochtones	\$	Perso	Persons with Disabilities Personnes handicapees	ties	Member	Members of Visible Minorities Membres des minorites visibles	visibles
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Service workers Employes du secteur des services		3 -							. :	:				
Skilled crafts and trades workers Travailleurs qualifies et artisans		3 3												
Semi-skilled manual workers Travailleurs manuels specialises		3 4								. :				
Other manual workers Autres travailleurs manuels		2 8 2						: 1						
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1 refers to the lowest salary quarter, 4 refers to the highest salary quarter. 1 represente les salaires du quart le moins eleve, 4 représente les salaires du quart le plus eleve





# 9008

CA1 M -E52

### **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

## LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

BRITISH COLUMBIA
MARITIME EMPLOYERS ASSOCIATION
ASSOCIATION DES EMPLOYEURS
MARITIMES DE
COLOMBIE-BRITANNIQUE

9008

Canadä<sup>\*</sup>

Minister of Supply and Services Canada 1990 Minister

<sup>o</sup> Ministre des Approvisionnements et Services Canada 1990

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Employment and Emploi et Immigration Canada

SCHEDULE II / ANNEXE II
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTEKATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY EQUITE EN MATIERE D'EMPLOI: IDENTIFICATION D'EXACTITUDE

Form Formulaire

-04	NAME OF EMPLOYER	FULLIEGAL NAME - NOMITEGAL AUCOMPLET  O Rritish Columbia Ma	enteau aucommen Columbia Maritime Employers Association	iation	C BCMEA	AISON SOCIALE			
4 2 1	ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADMESSE D'AFFARES MATIONALE PRINCIPALE		MAILING ADDRESS - ADRESSE POSTALE				
	ADMESSE	3 45 Dunlevy Avenue	45 Dunlevy Avenue, Vancouver, B.C., V6A 3A3	A3	© 45 Dunlevy Avenue, 1	45 Dunlevy Avenue, Vancouver, B.C., V6A 3A3			
	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EM	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE 1 'ENTREPRISE	PRUSE	NAME OF OFFICER RESPONSIBLE FOR EMPLOYME	name of officer responsible for employment equity - nom de l'agent responsable de l'équité en matière d'emplot	QUITÉ EN MATIÈRE D'EI	API OI	
U V	AGENTS	© Robert V. Wilds			① Frank A. Pasacreta				
	POSITION	POSITION TITLE - TITRE DU FONCTION			POSITION TITLE - TITNE OU FONCTION		AREA CODE	TELEPHONE NUMBER MUMÉRO DE TÉLEPHONE	
0 2	FONCTION	O President and Chi	President and Chief Executive Officer		● Vice President - Operations	rations		6.8.8.1.1.5.5	
		STRIAL SECTOR 1.8	industries incidental	NO. OF EMPLOYEES NOMBRE DE SALARIÉS		(1) DESIGNATED CIM AS R.M. N. DESIGNÉES	THOW THOM	PROVINCES/TERRITORIES PROVINCES/TERRITORIES	
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4u	CERTIFICATION OF ACCURACY	(C) ROBELT V. WILLS (LINATITHE INFORMATION CONTAINED IN FORMS	(Name) ROBERT V. Wilds B.C. (HERED CERTIFY OR BEHALF OF GRAMMED REPORTED FOR AND ACCURATE HE VIEW RESPECT. TO THE BEST OF MY PROMETOGE AND BELIEF	. HEREBY CERTIFY ON BEHALF OF (Nume of employer) ATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLED	remployer) B.C. Maritime Em	B.C. Maritime Employers Association		CORPORATE	
NHKI		JE, (MOM)		, ATTESTE PAR LES PRESENTES AU NOM DE (Nom de l'employeur)	E (Nom de l'employeur)			SCEAUDELA	_
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						1			

MOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTA: VON INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

## EXECUTIVE SUMMARY EMPLOYMENT EQUITY

#### THE LONGSHORE INDUSTRY

The longshoring industry has historically operated on the basis of daily despatch of labour. This method of operation has been necessitated because of the random arrival and departure of ships and/or the availability of cargoes for those ships. Therefore the normal employer/employee relationship, whereby an employee reports to the same work site for the same employer, does not exist in this industry as it exists in the majority of other industries. Under our employment environment an individual employee may work for a different employer every working day of the week. It was as a consequence of this unique employer/employee relationship in the longshoring industry that we, as the B.C. Maritime Employers Association, have been deemed to be the employers for the purposes of employment equity reporting.

There are seven (7) Despatch Offices throughout the Province of British Columbia for ports which operate under the BCMEA/ILWU Collective Agreement. These Despatch Offices are required to provide the skilled and general labour work force requirements for member companies. On Vancouver Island, Despatch Offices are located in Victoria, Chemainus and Port Alberni. On the mainland, Offices are located in Prince Rupert, New Westminster and Vancouver while in the Port of Stewart a local work force

is recruited on an as needed basis by officials of the ILWU Local in Stewart, B.C. Union personnel act in the capacity of despatcher(s) in all Despatch Offices with the exception of the Vancouver Despatch Centre which is operated by the staff of the B.C Maritime Employers Association. The actual recruiting process therefore for new entrants into the industry is undertaken by Association staff for only the Vancouver Despatch Centre. All other recruiting activity for the other Centres is handled by members of the Union acting in the capacity of Despatcher and operating under jointly agreed upon despatch rules and regulations.

### RECRUITING IN THE LONGSHORE INDUSTRY

The longshore industry work force is comprised of two separate segments. There are those members of the industry work force that are Union members and there is a substantial segment of the work force that is designated as a casual work force. An individual seeking employment and wishing to make a career on the waterfront in the longshoring industry must begin as a casual employee within our industry. The employment opportunities for the casual work force vary depending upon the volume of work available on any particular day and the frequency that individuals make themselves available for such work opportunities as well as upon what specific skills an individual may have to meet special industry needs. The terms of the Collective Agreement provide that all qualified Union members are entitled to work opportunity before any casual employees. We then have the casual work force which consists of groupings based upon the number of hours worked in the previous year. This system developed because of the

industry's belief that those employees who made themselves available on a regular basis for the casual work opportunity should be given preferential consideration over those individuals that turn up on a sporadic basis. As a consequence various categories have developed within the casual work force which are referred to as the "A" Board, "B" Board, "C" Board and the "T" (temporary) Board in the Vancouver Despatch Centre. (Similar systems of Boards are operated in all other Despatch Centres) It is not uncommon for an individual to be required to work somewhere between eight (8) and twelve (12) years as a casual employee before being taken into Union membership and become eligible for preferential work opportunity. As one can appreciate, a "T" Board employee may report to a Despatch Hall on a daily basis for weeks on end before ever being provided with one work opportunity. As a consequence of the uncertainty which exists and is associated generally with daily despatch work, there is a tremendous turnover of people and a great deal of difficulty in maintaining a regular casual work force for our industry. It is only when one achieves a "C" Board designation or above, above being "B" or "A" Board, that reasonably regular employment opportunities will be afforded the individual. It must be remembered however that even on these Boards days occur when employees on the "C" Board, "B" Board and/or "A" Board will not receive work. The individuals who generally make themselves available for the casual despatch are those individuals who have heard about possible employment opportunities on the waterfront through existing waterfront employees or through the Canada Employment and Immigration Commission who are contacted by our despatch staff on a periodic basis to provide us with candidates for general labour work opportunities.

There has not in the past been any direct recruiting campaigns which one would generally undergo in any other industry. This is so for a variety of reasons, not the least of which is the peaks and valleys created by fluctuating cargo volumes which directly impacts upon the industry's labour requirements. These fluctuations affect, most dramatically, employees at the bottom or nearest the entry level. In the Vancouver area the "T" (temporary) Board is the first Board for new registrants. During 1989, for the second consecutive year, the industry experienced a drop in cargo volumes through the Port of Vancouver. The drop in cargo volumes resulted in a reduction in the demand for labour which resulted in a corresponding drop in the number of employees required to service the industry's needs. This reduction was particularly felt at the entry level or "T" Board which dropped from 698 employees in 1988 to 496 employees in 1989.

### IMPLEMENTATION OF EMPLOYMENT EQUITY

The Association, during 1988, in cooperation with the ILWU - Canadian Area conducted a second survey in an effort to improve the level of response experienced as a result of its 1987 survey. Even with the Union's active support we were successful in achieving an overall response of only 24% of the December 31, 1988 workforce. Upon this backdrop we proceeded into 1989 with what we believe to be unreliable statistical data upon which to base our plans. Furthermore, 1989 was a bargaining year for the

Association and the ILWU and that coupled with the general downturn in volumes and employment in the industry made employment equity initiatives somewhat tenuous.

These factors notwithstanding during 1989 the Association met with the Squamish Indian Band and the Native Education Centre and made presentations concerning employment opportunities for native women in the longshore industry. Furthermore, the Association was a founding member of a newly formed Employment Equity Practitioners Organization and cosponsored a Provincial Employment Equity Conference that took most of 1989 to plan (see attached).

In our continuing effort to improve the representation of designated groups within the workforce, the Association held ongoing discussions with the ILWU during 1989 to explore initiatives designed to attract and accelerate individuals particularly those from areas where we perceive a deficiency. The Parties intend to continue that dialogue throughout 1990.

We are doubtful that 1990 will see an increase in cargo volumes which could result in an increase in work opportunity. This will make further progress in our employment equity efforts very difficult.

Canadä

Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

NOTE: See instructions NOTA: Voir instructions

Form Partie A, Page 1

19 89

Col 13 Members of Visible Minorities Membres des minorités visibles Reporting Period: Période de rapport: Men Col. 12 Total Number Nombre total Col. 11 Women Col. 10 Service industries incidental to Designated CMA (specify) RMR désignée (préciser) Persons with Disabilities Personnes handicapées Men Hommes Col. 9 water transportation Total Number Nombre total Col. 8 Women Col. 7 Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones Men Hommes Col. 6 Total Number Nombre total В.С. Col. 5 Province / Territory (specify) Province / territoire (préciser) Women Col. 4 All Employees Tous les salariés Men Col. 3 Total Number Nombre total × Col. 2 Quarter National (Canada) Top and bottom of salary range Maximum et minimum de l'échelle de rémunération Col 1  $\boxtimes$ Occupational Groups Catégories professionnelles Middle or other managers Cadres intermédiaires et Upper- level managers Cadres supérieurs Semi-professionals and technicians Semi-professionnels et Name of Business: Nom de l'entreprise: Foremen/women Location-Endroit Professionals Professionnels autres cadres Supervisors techniciens

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires \*

EMP. 3871 (9-86)

Trefers to the lowest salary quarter; 4 refers to the highest salary quarter! Treprésente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

	Top and bottom of salary range			All Employees Tous les salariés		A	Aboriginal Peoples	\$	Perso	Persons with Disabilities	lities		Membe	Members of Visible Minorities
Occupational Groups Categories professionnelles	Maximum et minimum de l'échelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes		Women	Women Total N Femmes Nombr	Women Total N Femmes Nombr
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		1	1	23.5			200		00	00		ı	100	100 100

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•• Trefers to the lowest salary quarter; 4 refers to the highest salary quarter!
I represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN\*

NOTE: See instructions NOTA: Voir instructions			or at	SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN°	ARY: PERMAN L: SALARIÉS P	ENT FULL-TIM	E EMPLOYEES" TEMPS PLEIN				Form Formulaire	3 Part A
Name of Business: Nom de l'entreprise:			BCMEA				Industrial Sector: Branche d'activité	- i	Service industries incide water transportation	Service industries incidental to water transportation	tal	
Location-Endroit	X Nationa Nationa	National (Canada) National (Canada)	×	Province / Territory (specify) Province / territoire (preciser)	ry (specify) ire (preciser)	B.C.			Report	Reporting Period: Période de rapport:	- 6861	
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ECHELLES DE RÉMUNERATION	Total Number Nombre total		Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col. 2	Col. 3	Col 4	Col. 5	Gol 6	Col 7	Col 8	Col 9	Col. 10	Col. 11	Col 12
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LMP 3848 (9-86)

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires



PERMANENT FULL-TIME EMPLOYEES HIRED\*

4 Part A Form

NOTE: See instructions NOTA: Voir instructions			REC	RECRUTEMENTS: SALARIES PERMANENTS À TEMPS PLEIN*	ALARIES PERA	AANENTS A TE	MPS PLEIN*				Formulaire	re Partie A
Name of Business: Nom de l'entreprise:						Bra	Industrial Sector: Branche d'activité:	Service in to water t	Service industries incidental to water transportation	ncidental		
Location-Endroit	National (Canada) National (Canada)		Provinc Provinc	Province / Territory (specify) Province / territoire (préciser)	B, C.				Reporting Period: Période de rapport:	port: 19.89		
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Professionals Professionnels												
semi-professionals and technicians Semi-professionnels et techniciens												
Surveillants												
Furemen/women Contremaitres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
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\*\* Includes 6 individuals who previously worked in the category during 1987 or earlier but not during 1988.

Employment and Immigration Canada Emploi et Immigration Canada PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form formulaire 5 Part A

NOTE: See instructions			AVA	AVANCEMENTS: SALARIÉS PERMANENTS A TEMPS PLEIN"	LARIÉS PERM.	ANENTS A TE	MPS PLEIN"				rommane	Value V
NOTA: Var instructions Name of Business: Nom de l'entreprise:		BCMEA	4			Brai	Industrial Sector: Branche d'activité:	Service industries incidental to water transportation	ustries in ansportati	cidental		
Location-Endroit	National (Canada)		Province Province	Province / Territory (specify) Province / territoire (preciser)	B.					Reporting Period: Période de rapport:	19 89	
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Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
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Foremen/women Contremaitres	16 (1)	) 16	,	1	1		1	1	1	ı	ı	1
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Sales workers Employés du secteur de la vente												
Service workers Employes du secteur des services												
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LMP 3869 (9:86)

(1) Promotions are voluntary to positions outside of our industry. Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\* PERMANENT FULL-TIME EMPLOYEES TERMINATED\*

Form formulaire 6 Partie A

Service industries incidental

Industrial Sector: Branche d'activité:

BCMEA

NOTE: See instructions
NOTA: Voir instructions
Name of Business:
Nom de l'entreprise:

Women Col. 12 Members of Visible Minorities Membres des minorités visibles Men Col. 1 Total Number Nombre total 19 89 Col 10 to water transportation Reporting Period: Période de rapport: Women Col. 9 Persons with Disabilities Personnes handicapées Men Col. 8 Total Number Nombre total Col. 7 Women Col. 6 Aboriginal Peoples Autochtones B.C. Men Hommes Col. 5 Province / Territory (specify)
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Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires ú

16 15

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TOTAL MUMBER OF EMPLOYEES TERMINATED MOMBRE TOTAL DE CESSATIONS DE FONCTIONS

FMP 3872 (9-86)

Travailleurs manuels specialises Semi-skilled manual workers Autres travailleurs manuels

Other manual workers

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form Partie, Page 1 Reporting Period: Période de rapport:

1989

Service industries incidental to water transportation

Industrial Sector: Branche d'activité:

Designated CMA (specify) RMR désignée (préciser)

Persons with Disabilities Personnes handicapées

Vancouver

Total Number Nombre total

Members of Visible Minorities Membres des minorités visibles

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Col. 11

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Trefers to the lowest salary quarter; 4 refers to the highest salary quarter! Treprésente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

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Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Foremen/women Contremaitres

LMP 3871 (9-86)

4

Semi-professionals and technicians Semi-professionnels et techniciens

Middle or other managers Cadres intermediaires et autres cadres

Professionals Professionnels

Upper-level managers Cadres supérieurs

4 m

Supervisors

Women

Women Col 13

Men Col 12

Men

SOI. 8

Col. 9

Total Number Nombre total

Women Col. 7

Total Number Nombre total Col. S

Women Col 4

Total Number Nombre total

Quarter

Top and bottom of salary range Maximum et minimum de l'échelle de rémuneration 001

Occupational Groups Catégories professionnelles

Col. 2

All Employees Tous les salariés Men Col 3

Aboriginal Peoples Autochtones Men Col. 6

B.C.

Province / Territory (specify) Province / territoire (préciser)

 $\boxtimes$ 

National (Canada)

Location-Endroit

BCMEA

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:

NOTA: See instructions NOTA: Voir instructions							- 1					Form	laire	2 Part A.
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... 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/ 1 represente les salaires du quart le moins éleve; 4 représente les salaires du quart le plus éleve

\* Certain women have made themselves available for only 1 type of work such as first aid and switchpersons job.





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## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

# LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



BRITISH COLUMBIA
TELEPHONE COMPANY
COMPAGNIE DE TÉLÉPHONE
DE LA COLOMBIE-BRITANNIQUE

9013

Canadä<sup>\*</sup>

<sup>®</sup> Minister of Supply and Services Canada 1990 <sup>®</sup> Ministre des Approvisionnements et Services Canada 1990

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SCHEDULE II / ANNEXE II (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Employment and Emploi et Immigration Canada

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CRETECATION OF ACCURACY EQUITE EN MATIERE D'EMPLOI: DENTIFICATION DE L'EMPLOYEUR, SOMMARINE DU RAPPORT ET ATTESTATION DE L'EMPLOYEUR SOMMARINE DU RAPPORT ET ATTESTATION DE EXACTITUDE COUNTY SINGE, NOME OF THE OUTSIDE OUTSIDES OUTSIDES SINGE, NOME OUTSIDE OUTSID

Form Formulaire

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Employet Immigration Canada Employment and Immigration Canada

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) 1 paragraphes 4(1) et 6(1))

Form

6 . 0.4 4.3,2,,4,4,9,2 TELEPHONE MUMBER CORPORATE SCEAU DE LA SOCIETÉ 13,113 13,160 SEAL NAME OF OFFICER RESPONSALE FOR EMPLOYMENT EQUITY - NOM DE 1. AGAIT RESPONSABLE DE 1. ÉQUITÉ EN MATRÈNE D'EMPLO AMEA CODE N.W.T.-F.M.O. DNT.-ONT MAN.-MAN PELLARE SASK.-SASK ALTA.-ALB. MFLD.-F.-AL OUE-OC MS.ALE N.B.46.4 8.C.C.4 TKM.-YuK. TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALARIÉS AU CANADA 3777 KINGSWAY, BURNABY, B.C. V5H 327 DESIGNATED CIN AS R M R DESIGNÉES BRITISH COLUMBIA TELEPHONE COMPANY when ÉQUITÉ EN MATÈRE D'EMPLOY: IDENTHICATION REPORT SUMMARIY AND CERTHICATION OF ACCURACY ÉQUITÉ EN MATÈRE D'EMPLOY: IDENTHICATION DE L'EMPLOYEUR, SOMMARIE DU RAPORT ET ATTESTATION D'EXACTITUDE VANCOUVER EMPLOYMENT EQUITY MANAGER EDAADAITOR MONTREAL PARAMETE G COMIMON ON BUSINESS NAME - NOW USUEL OU RAISON SOCIALE TORONTO CALGARY HALIFAX REGINIA 3 GÉOGRAPHIQUES GEOGRAPHICAL **EMPLOYEES LOCATED IN** MANING ADDRESS - ADMESSE POSTALE (INDICATE NUMBER OF INDIQUER LE NOMBRE POSITION TITLE - TITME OU FONCTION DE SALARIÉS DANS CHAQUE SECTEUR) SECTEURS J.M. GRANT EACH AREA) AREAS B.C. TEL THAT THE WEGGRAATION CONTAINED IN FORMS LTD 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KINDING EDGE AND BELLEF ATTESTE PARLES PRESENTES AU NOM DE (Nom de l'employeur) OUT LES RENSEGREMENTS FOUNDES DANS LES FORMULAINES 1 A 6 DU PRESENT RAPPONT SONT, AUTANT QUE AL SACIA, VRAIS ET EXACTS A 10US EGANDS HEREBY CERTIFY ON BEHALF OF (Name of employer) 0 . ① 0 Θ SIGNATURE SIGNATURE NO. OF EMPLOYEES NO. OF EMPLOYEES NO. OF EMPLOYEES NO. OF EMPLOYEES 13,160 MUMBER OF TEMPORARY
EMPLOYES
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NOTE: SEE INSTRUCTIONS TO COMPLETE ALLFORMS MOTA: VOH MISTRUCTIONS POUR REAMS IN TOUS LES FORMULAMES

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#### **EXECUTIVE SUMMARY**

B.C. Tel is committed to employment equity. At B.C. Tel, this means that all employees have equal access to, and consideration for, jobs at all levels and are treated equitably for all opportunities including training, job assignments, transfers and promotions. During the course of 1989, programs have been expanded to support the objectives of employment equity.

#### Accommodation

- O B.C. Tel's program for persons with disabilities continues to focus on identifying opportunities for disabled workers and ensuring that physical requirements and concerns regarding access are addressed. To create greater awareness of B.C. Tel as an employer of the disabled, sixty-five persons with disabilities were provided with information interviews, and out of this initiative four persons with disabilities were hired.
- o In 1989 twenty-seven employees who were unable to continue in their present positions due to accident or illness were found alternate accommodation through an established transfer process.
- o B.C. Tel continues to provide work experience opportunities for persons with disabilities. Our participation in the Worker's Compensation Board of British Columbia's Access Ability Program again has proven to be successful as two of the four students sponsored though the internship program in 1989 have accepted full-time programming positions.
- In addition to actively participating on the Employment Advisory Committee for National Access Awareness Week (NAAW), B.C. Tel sponsored an open house at our headquarters building to raise awareness regarding integrating persons with disabilities. The following organizations supported this special event: Workers Compensation Board of British Columbia, Canadian National Institute for the Blind, Western Institute for the Deaf & Hard of Hearing, Kinsmen Rehabilitation Centre, B.C. Tel Special Needs Centre, and Telephone Pioneers. these groups participated by setting up a display booth demonstrating their programs and special equipment which can assist in accommodating disabled workers. Theatre Terrific, Canada's first theatre company to include actors with mental and physical disabilities, performed in the Auditorium. In conjunction with National Access Awareness Week, special needs products and services available through B.C. Tel were promoted to our customers.

### Operating Circumstances

- O Operating circumstances during 1989 have improved over 1988. However, the hiring of new employees for regular full-time positions continues to be restricted in most cases to hiring those with technical skills not available within the organization. In hiring for these positions the designated groups were targeted.
- Our external recruiting efforts are primarily directed to filling temporary vacancies. Temporary employees with four continuous months of service can compete for regular full time positions. 73 percent of the new hires reported were temporary employees who successfully competed for regular full time positions. On average these employees have more than 18 months company seniority which reflects hiring decisions made in the previous years. Recruitment of temporary staff is being targeted to the designated groups.
- O Internal opportunities have improved significantly in the trades and technology area. In 1989 the first craft vacancies in 7 1/2 years occurred. Special arrangements were made with the Telecommunications Workers' Union and the Operations Managers to accept previously qualified applicants. Many of these candidates were women who had participated in a union/company joint training program in the late 1970s. As a result, 25 women successfully transferred into craft positions in late 1989. The Company and Union, through cooperative efforts, are addressing means by which our non-craft employees can transfer into these positions.
- Over the past year we have had an opportunity to further evaluate the Position Evaluation Plan implemented for management and exempt positions within B.C. Tel, and have reconfirmed that the guidelines determining salary groupings for positions are fair and equitable. The salary gap between positions held predominantly by women and those held by men was reduced by the plan.
- Through collective bargaining, B.C. Tel and the Telecommunications Workers' Union addressed the wage gap that existed between male dominated and female dominated jobs that had developed through historical bargaining patterns for these groups. The union has also co-operated in the development of a computer based job valuation system.

#### Special Programs

"Managing Human Rights", a three-hour workshop which defines harassment and provides employees with an opportunity to review and discuss B.C. Tel's Personal Harassment Policy, continues to be offered to all managers.

o Key Area Personnel managers and Human Resources staff participated in "The Windmills" Attitudinal Training Program to better understand the attitudinal barriers a person with a disability may face.

### Action Plans

- o Our Employment Equity Plan for 1990 continues to focus on internal activities with an emphasis on education and training. A commitment has been made to go beyond employment equity and we will be considering training programs in 1990 which will address the managing diversity and gender and cultural issues.
- O Significant additions to our workforce are not anticipated.

  As well as supporting the internal movement of women into the trades and technology area, we will continue to use any external opportunites which arise to improve the representation of the four designated groups -- women, aboriginal people, persons with disabilities, and visible minorities.
- O Review of our systems and practices is on-going. The Employment Equity Review Committee identifies systemic barriers and recommends practices that will remove employment barriers against persons in the four designated groups.
- o On May 7, 1990 we established a Task Force to address the issues of innovative work options which will assist disabled workers as well as women who would prefer to work from home using high technology. The report is due in September, 1990.
- o In order to retain female employees who want to balance work and family responsibilities, a one-year trial on job sharing began in October 1989. There are eight employees participating in the trial and it is proceeding successfully.
- o Research into family supportive options ranging from flexible work scheduling to resource referral options for daycare and eldercare, as well as other options in assisting employees with childcare and eldercare, has been carried out. A survey of employee needs is planned for the fall of 1990, and the development of a family supportive program anticipated to begin following these results.

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form 2 Part A, Page Formulaire 2 Partie A, Page

Women Col 13 19 89 2 m - 6 2 1 21 19 Members of Visible Minorities Membres des minorités visibles Reporting Period: Période de rapport: Men Hommes Col 12 m ف 11 52 3 139 69 Total Number Nombre total Col. 11 ٥ 160 48 7.2. 12 TELECOMMUNICATION CARRIERS INDUSTRY Women Col. 10 m : 7 2 Designated CMA (specify) RMR designee (préciser) Persons with Disabilities Personnes handicapées Men Hommes Col. 9 8 7 2 6 6:0 4 Total Number Nombre total Col. 8 N: M 8 6:0 4 œ. Women Col. 7 7 Industrial Sector: Branche d'activité: Abonginal Peoples Autochtones Men Hommes Col. 6 9 Total Number Nombre total 00.5 7 - 0 0 N 6 Province / Territory (specify)
Province / territoire (préciser) Women 17 15 182 78 113 37 13 Col 4 All Employees Tous les salariés Men Hommes 2 387 17 635 421 1 4 2 10 9 683 19 23 56 BRITISH COLUMBIA TELPHONE COMPANY Total Number Nombre total 736. 400 18 817 11 534 190 64 251 68 09 Col 2 32 Quarter National (Canada) National (Canada) 4 W Top and bottom of salary range Maximum et minimum de l'échelle de remunération 60000-64999 30000-34999 66669-00059 25000-27499 25000-27499 60000-64999 25000-27499 50000-54999 25000-27499 70000-over 70000-over 70000-over Coll Ø Occupational Groups Catégories professionnelles Middle or other managers Cadres intermediaires et Semi-professionals and technicians Semi-professionnels et NOTE: See instructions NOTA: Voir instructions Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: Foremen/women Contremaitres Location-Endroit Professionals Professionnels autres cadres Supervisors techniciens

tMP 3871 (9 86)

Use separate Pans for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés Temporaires

Trepresente les salary quarrer, 4 refers to the highest salary quarrer/ Trepresente les salaires du quart le moins eleve, 4 représente les salaires du quart le plus élevé :



Form 2 Part A. Page 2 Formulaire 2 Partie A.

Employment and Immigration Canada Emploi et Immigration Canada

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	Top and bottom		-2	All Employees Fous les salariés		*	Abonginal reuples Autochtones		Perso	Personnes handicapées	fes	Membres	Membres des minorités visibles	visibles
Occupational Groups Categories professionnelles		Quart	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Hommes	Women
	remunération		5 100	C 10.3	Col 4	Col. S	Col 6	Col 7	Col 8	Col 9	Col. 10	Col. 11	Col 12	Col 13
	0)	,	114	25	89	2	1	1	2		2	13	4 (	77
Cleared workers	35000-39999		408	14	394	ď		ď	4		4	40	7 [	000
Employes de bureau	2222 20000	,	2531	833	2448	31		33	35	9	29	135	, 2	21
	17500-19999	-	630	114	516	~	2	1	6		٥	607	1	-
		4	152	103	49				7	7		1 0	•	2
Sales workers	40000-44999	~	14	٣	11						0,	35	٠	34
Employes du secteur de la		~	860	12	848	9		9	81		0 1	3		1
vente	22500-24999	-	32	4	28	1	-				1	-		
Coruce work ere		• •												
Employes du secteur des		, ^												
services									1	,		4	9	
separation of contracts		4	176	176					7	7		105	303	2
workers	40000-44999	<u> </u>	3572	3529	43	22	22		64	74	,	704	1	
Travailleurs qualifies et		~	24	23	7							-	-	
artisans	25000-27499	-	30	6	21					6		-		
		-	147	146	1				F (	ກເ		7	4	
Semi-skilled manual workers	35000-39999	<b>m</b>	157	83	74	2	1	7	,	,	,	٣	1	2
Travailleurs manuels		~	53	10	43	1		7	7		4	,		
specianises	22500-24999	-	5	7	4									
		q	1	1										
Other manual workers	45000-49999	e	2	2	,		c		-	-	2	8	80	
Autres travailleurs manuels		7	161	95	99	7	7		, .	0		20	18	2
	20000-22499	-	175	130	45								100	310
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	OF EMPLOYEES L DE SALARIÉS		12907	7325	5582	93	41	52	198	125	73	196	481	313
1 4 (0 R (1) (2 R (1) 6 )		:	Trepresente les	west salary qua	nter; 4 refers to	Trejers to the lowest salary quarter; 4 refers to the highest salary quarter! Trepresente Res salaires du quart le moins eleve; 4 represente les salaires du quart le plus-eleve	y quarteri salaires du qua	rt le plus eleve					<u>ී</u>	<u>Sanada</u>

Canada

Employment and Immigration Canada Emploi et Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PARTIEL\*

NOTE: See instructions NOTA: Vair instructions

Form formulaire 2 Partie 8, Page 1

19 89 Col 13 Members of Visible Minorities Membres des minorités visibles Reporting Period: Période de rapport Men Col. 12 Total Number Nombre total Col. 11 TELECOMMUNICATION CARRIERS INDUSTRY Women Col 10 Designated CMA (specify) RMR désignée (préciser) Persons with Disabilities Personnes handicapées Men Col. 9 Total Number Nombre total Col 8 Women Col. 7 Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones Men Hommes Col. 6 Total Number Nombre total Col S Province / Territory (specify)
Province / territoire (preciser) Women Col 4 All Employees Tous les salariés Men Hommes Col 3 BRITISH COLUMBIA TELEPHONE COMPANY Total Number Nombre total Col 2 7 Quarter National (Canada) National (Canada) 4 W 4 W 45 W V 4 m 4 m Top and bottom of salary range Maximum et minimum de l'echelle de remunération 45000-49999 40000-44999 Col 1 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et Upper-level managers Cadres superieurs Semi-professionals and technicians Semi-professionnels et Name of Business: Nom de l'entreprise: Location-Endroit ForemenAvomen Professionals Professionnels 1 64F (9 86) P autres cadres Supervisors techniciens

Use separate Parts for permanent full-time and temporary employees. Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires.

Trefers to the lowest salary quarter; 4 refers to the highest salary quarter? Trepresente les salaires du quart le moins éleve; 4 represente les salaires du quart le plus-eleve

	Top and bottom of salary range	:	-	All Employees Fous les salariés		4	Aufochtones		Mersk	Personnes handicapées	465	Membe	Membres des minorités visibles	wisibles
Occupational Groups Categories professionnelles	minimum de l'échelle de	Quart	Total Number- Nombre total	Men	Women	Total Number Mombre total	Men Hommes	Women	Total Number Mombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col 1		Col. 2	Col. 3	Col. 4	Col S	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	(ol 13
			6		6									
Clerical workers	30000-34999		12		12							1		7
Employés de bureau		~	48		47							-		7
	22500-24999	-	4		4									
		•	1		7									
Sales workers	30000-34999	~	9		9	7		7						
Employes du secteur de la		~	161		161				9		3	٣		m
e in c	25000-27499	-	3		3									
		•												
Service workers		~												
Employes du secteur des services		~												
		-												
Skilled crafts and trades workers	35000-39999	<b>4</b> M												
Travailleurs qualifies et		,												
artisans	35000-39999		1	1										
Amenda the desired workers		4 /												
Fravailleurs manuels specialises		. ~												
									:				:	
Other manual workers Autres travailleurs manuels	27500-29999	~ ^												:
	27500 20000	, -	*	:	*									
TOTAL NUMBER OF EMPLOYE	OF EMPLOYEES		1 52	,	1 32						,			
MOMBRE TOTAL DE SALARIÉ	DE SALARIÉS	_	723	7	727	7		7	7		~	s		s

Trefers to the lowest salasy quarter, 4 refers to the highest salasy quarter.

Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve.

Canada

\* These individuals all earn the exact same salary

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Part A Partie A form formulaire 3

Women 315 7 42 36 106 59 17 7 41 Members of Visible Minorities Membres des minorités visibles Men TELECOMMUNICATION CARRIERS INDUSTRY Col 11 m 7 7 30 40 119 147 126 7 481 19 89 Total Number Nombre total Reporting Period: Periode de rapport: Col. 10 10 7 43 136 66 136 188 133 964 Women Col 9 1 16 27 12 m 7 73 Persons with Disabilities Personnes handicapées Men Col B 9 \_ 9 S 67 12 27 125 Industrial Sector: Branche d'activité: Total Number Nombre total Col 7 22 8 33 17 70 34 12 198 Women Gol 6 8 17 16 9 \_ m 7 52 Abonginal Peoples Autochtones Men Mommes Province / Territory (specify) Province / territoire (préciser) Col S ~ -24 8 m 41 Total Number Nombre total Col. 4 18 0 16 8 25 Ξ 2 93 BRITISH COLUMBIA TELEPHONE COMPANY Women 7 265 775 5,582 1,065 1,801 174 754 634 105 Col. 3 All Employees Tous les salariés Men 3,869 17 62 65 369 1,822 750 207 Col. 2 101 7,325 National (Canada) National (Canada) Total Number Nombre total S 342 1,127 840 2,008 1,123 4,043 2,456 855 Col 108 12,907 TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES \$70,000 and over SALARY RANGES ECHELLES DE RÉMUNERATION \$30,000 - \$34,999 \$40,000 - \$49,999 Under Moins de \$10,000 \$10,000 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999 \$25,000 - \$27,499 \$27,500 - \$29,999 \$35,000 - \$39,999 \$50,000 - \$69,999 NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise Location-Endroit

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Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents a temps partiel et les salaries. temporaires



NOTE. See instructions NOTA: Voir instructions

Location-Endroif

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOVEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

3 Parte B

Women Col 12 S Members of Visible Minorities Membres des minorités visibles TELECOMMUNICATION CARRIERS INDUSTRY Men Hommes Col 11 1989 Total Number Nombre total Reporting Period: Periode de rapport: Col 10 S Women Col 9 m Persons with Disabilities Personnes handicapees Men Hommes 00 8 Industrial Sector: Branche d'activite: Total Number Nombre total Col 7 m Women 9 00 Aboriginal Peoples Autochtones Men Province / Territoire (specify) Province / territoire (preciser) Col S Total Number Nombre total Col 4 Women BRITISH COLUMBIA TELEPHONE COMPANY Col 3 230 13 All Employees Tous les salaries Men Hommes COI.2 -National (Canada) National (Canada) Total Number Nombre total 4 14 231 Col 1 2 \$17,500 - \$19,999 \$20,000 - \$24,999 \$25,000 - \$29,999 \$30,000 - \$39,999 \$15,000-\$17,499 SALARY RANGES ECHELLES DE RÉMUNÉRATION \$10,000 - \$12,499 \$12,500 - \$14,999 Under \$2,500 Moins de \$2,500 \$7,500 - \$9,999 \$2,500 - \$4,999 \$5,000 - \$7,499 Name of Business: -

Use separate Parts for permanent fulls time and temporary employees Utiliser les autres parties pour les salaires permanents à temps plein et les salaires temporaires

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\$50,000 and over \$40,000 - \$49,999

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TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES (46.0) (3.04)

Intercape   Inte	NOTE. See instructions NOTA Voir instructions			REC	PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIËS PERMANENTS À TEMPS PLEIN*	T FULL-TIME E	PERMANENT FULL-TIME EMPLOYEES HIRED* TEMENTS: SALARIÉS PERMANENTS À TEMPS.	RED.				Form	A Part A
	38		ELEPHONE CO				Bro	lustrial Sector: inche d'activité:	TELECOMMU	NICATION C	ARRIERS IND	1	
		National (Canada) National (Canada)			e / Territory (specifi e / territoire (précis	er)				Reporting Peri Période de rap			
Color plant Number of State Sta			All Employees Tous les salariés			Aboriginal People Autochtones	22	Per	ons with Disabilit	lies	Mem	bers of Visible Mi	norities
Col 1   Col 2   Col 3   Col 4   Col 5   Col 6   Col 7   Col 9   Col 10   Col 10     1	Occupational Groups Catégories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	1	Total Number Nombre total	Men	Women
1   1   1   1   1   1   1   1   1   1	poer-level managers	(Ol. 1	Col. 2	(ol. 3	Col. 4	Col. 5	6 (o) 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col 12
Intercacter         44         24         20         20         1         1         1         1         22         18         3           Incompanie         40         31         9         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1         1	adres superieurs	1	1										
Harman	hiddle or other managers adres intermediaires et autres cadres	44	24	20								,	
13   40   31   99   1   1   1   1   1   1   1   1	rofessionals	87	65	28					-			2	1
13   4   9   9   9   9   9   9   9   9   9	em-professionals and technicians em-professionals et technicians	40	31	6	1	1					77	18	•
1	pervisors	13	4	6							, ,	-	
cone         65         334         2         2         1         1         1         1         1         1         1         4           vvest         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14         14	vemen/women ontremaitres	4	4					-			, -	-	7
VVK65         6         6         7         7         7         7         7         7         7         8         8         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9         9 <td>encal workers nployés de bureau</td> <td>399</td> <td>65</td> <td>334</td> <td>2</td> <td>2</td> <td></td> <td>2</td> <td>1</td> <td></td> <td>1 12</td> <td>-</td> <td>5</td>	encal workers nployés de bureau	399	65	334	2	2		2	1		1 12	-	5
Activity 14 14 14 14 14 14 15 15 15 15 15 15 15 15 15 15 15 15 15	les workers nployés du secteur de la vente	9		9									
Aterin         14         14         14         14         14         14         14         14         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15         15 <th< td=""><td>ruce workers nployés du secteur des servkes</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>	ruce workers nployés du secteur des servkes												
1	illed crafts and trades workers availleurs qualifies et artisans	14	14										
EMEMIS         639         230         409         3         3         4         3         1         53         30	miskilled manual workers availleurs manuels specialises	7	7										
639 230 409 3 3 4 3 1 53 20	her manual workers itres travailleurs manuels	24	21	3								,	
	TAL NUMBER OF EMPLOYEES HIRED DMBRE TOTAL DE RECRUTEMENTS	639	230	409	3	3		4	6	-	- 2	1 00	36

Use separate Parts for permanent part time and temporacy employees. Utiliser les sultres parties parties permanents à temps partiel et les salaries temporaires.

Emplo

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

form formulaire A Parie B

Women 21 00 Members of Visible Minorities Membres des minorités visibles Men Col. 11 TELECOMMUNICATION CARRIERS INDUSTRY Total Number Nombre total 1989 Col 10 Reporting Period: Période de rapport. Women Col 9 Persons with Disabilities Personnes handicapees Men 0 B Total Number Nombre total Industrial Sector: Branche d'activite C 0 7 Women Gol 6 Aboriginal Peoples Autochtones Men Hommes Col 5 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col 4 Women Col 3 BRITISH COLUMBIA TELEPHONE COMPANY All Employees Tous les salariés Men Hommes C PO Total Number Nombre total National (Canada) National (Canada) Col 1 8 Middle or other managers Ladres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Shilled crafts and trades workers Travailleurs qualifies et artisans Service workers Imployés du secteur des services f mployes du secteur de la vente NOTE See instructions NOTA Voir instructions Upper-level managers Cadres supérieurs Clerkal workers Employes de bureau Name of Business: Nom de l'entreprise Contremaitres Lucation-Endroit Sales workers Professionnels Professionnels Surveillants

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TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS

Semi-skilled manual workers Travailleurs manuels specialises

Other manual workers Autres travailleurs manuels Use separate Parts for permanent full-time and temporary employees salaries temporaries 

Utiliser les autres parties pour les salariés permanents à temps plein et les salaries temporaries

PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEM\*

5 Parted form formulare

20 IS 9 10 m 51 13 84 84 Members of Visible Manorities Members des minorités visibles Employees promote the many description of the conditional gives are to be reported only in the occupational guoup to which or within which the head of the case of i to 1989 Col 11 17 56 9 62 62 TRIECOMMUNICATION CARRIERS INDUSTRY Reporting Period: Periode de rapport: Total Number Mombre total Col 10 4 4 23 36 m 99 13 9 146 146 Women 6 10 8 æ Persons with Disabilities Personnes handicapées Homes 0 10 e ~ 1 1 Total Number Mombre total Industrial Sactor: Branche d'activité Col 7 19 m 8 19 Women Col. 6 ~ 6 12 12 Aboriginal Peoples Autochtones Homes 5 4 4 ~ Province / Territory (specify) Province / territorie (práciesy) Total Mumber Assesses Sotal 9 16 2 ~ 91 7 Money Females Col. 3 1,130 83 47 20 9 N 7117 17 16 1,130 167 21 BRITISH COLUMBIA TELEPHONE COMPANY All Employees Tous les salariés i i 699 Col 2 16 39 7 699 193 102 64 47 147 20 27 Total Number Mombre total Mational (Canada) 1,799 149 84 26 49 174 168 37 43 Col 276 756 1,799 TOTAL MUMABER OF EMPLOYEES PROMOTED MOMBAE TOTAL DE SALARMÉS PROMUS 8 Middle or other managers Cadres intermedialities et autres cadres Occupational Groups Categories professionnelles TOTAL MUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels of technicians Studied crafts and trades workers Travailleurs quabhées et artisans Service workers Employes du secteur des services Semi-skilled manual workers Franzilleurs manuels specialists Sales workers Employes du secteur de la vente Other manual workers Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Upper-level managers Cadres superieurs Clerical workers Employes de bureau Name of Business. Nom de l'entreprise. Luementwomen ( Location-Endron Professionals Professionnels

the separate Path for permanent part time and temporary employees Utilizer hes autres parties poor hes salaines permanents à temps partiel et hes salainés temporaires

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PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form formulaire 5 Partie 8

Col 12 Members of Visible Memorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted as salaries promote as askeries promote as askeries for a finderies die fraquete its one deli premus and 1989 ij Col TELECOMMUNICATION CARRIERS INDUSTRY Reporting Period: Periode de rappert: Total Number Mombre total Col. 10 Women Col 9 ~ Persons with Disabilities Personnes handicapdes No. Col. 8 Total Number Mombre total Industrial Sector: Branche d'activité: Col.7 \_ Women Col. 6 Aboriginal Peoples Audochtones Moment Col. S Province / Territory (specify)
Province / Serritoire (práctier) Total Number Mombre total Col. 4 Momen 23 3 'n 17 23 -BRITISH COLUMBIA TELEPHONE COMPANY All Employees Tous les salantés Homes Col 2 Total Number Mombre total National (Canada) National (Canada) Col. 1 23 S 17 23 -TOTAL MUMABER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIES PROMUS B Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL MUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionnels of technicians Service workers Employes du secteur des services Stalled crafts and trades workers. Transilleurs qualifies et artisans Sales workers Employés du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialisés Other manual workers Autres travailleurs manuels NOTE: See instructions NOTA: Vow instructions Upper-level managers Cadres superieurs Clearcal workers Employes de bureau Name of Business: Nom de l'entreprise: Forementwomen Location-Endroit Professionals Professionnels Surveallants . nar 188 3 (9 86)

Use separate Parts for permanent full time and temporary employees. Utalier ies autres parties pow les salaries permanents a temps plein et les salaries temporavies

PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Formulaire 6 Part A Col 12 4 6 m Members of Visible Minorities Membres des minorités visibles Men Col. 11 TELECOMMUNICATION CARRIERS INDUSTRY S ~ 14 28 Total Number Nombre total 6861 Col. 10 2 9 3 S ~ 37 14 ~ Reporting Period: Periode de rapport: Women 6 100 -Persons with Disabilities Personnes handicapées Men Hommes Col 8 S S Total Number Nombre total Industrial Sector: Branche d'activité: Col 7 9 S Women 9 loo e Aboriginal Peoples Autochtones Men Hommes S PO ~ Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 Women C 100 7 12 S 13 155 28 9 14 7 251 BRITISH COLUMBIA TELEPHONE COMPANY All Employees Tous les salariés Men Col. 2 09 24 19 11 19 4 25 147 Ξ 324 Total Number Nombre total National (Canada) National (Canada) Col 1 ~ 7.1 36 24 24 25 174 32 153 17 18 575 × Middle or other managers Cadres intermediaires et autres cadres Occupation at Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels of technicions Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Sales workers Employés du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels NOTE: See instructions NOTA: Voir instructions Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: Ciercal workers Employés de bureau Contremaitres Location-Endroit Professionals Professionnels Service workers Supervisors

IMP 3812 (9-86)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires .

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form formulaire 6 Parie

Femmes Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col. 11 TELECOMMUNICATION CARRIERS INDUSTRY Total Number Nombre total 1989 Col. 10 Reporting Period: Periode de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Men Col. 8 Total Number Nombre total Industrial Sector: Branche d'activité: Col 7 Women Col. 6 Aboriginal Peoples Autochtones Men Col. S Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col 3 7 7 BRITISH COLUMBIA TELEPHONE COMPANY All Employees Tous les salariés Men Hommes Col 2 Total Number Nombre total National (Canada) National (Canada) Col × Muddle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS semi-professionals and technicians semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans t mployes du secteur des services Sales workers Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels NOTE: See instructions NOTA: Voir instructions Upper-level managers Cadres superieurs Llerkal workers Employes de bureau Name of Business: Nom de l'entreprise. **usemen/women** Location-Endroit Service workers Contremaitres Professionnels Professionals Supervisors



4

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PLEIN\*

form 2 Part A. Page 1

Reporting Period: Periode de rapport: TELECOMMUNICATION CARRIERS INDUSTRY Designated CMA (specify)
RMR designée (préciser) Industrial Sector: Branche d'activité: BRITISH COLUMBIA Province / Territory (specify) BRITISH COLUMBIA TELEPHONE COMPANY  $\boxtimes$ National (Canada) NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise Location-Endroit

	National (Canada)	Laneney		riovince lierinone (preciser)	tone (breener)	The state of the s			James S.	non designee (preciser)	(Jac)			
	Top and bottom of salary range	:		All Employees Fous les salariés		Ab	Aboriginal Peoples Autochtones		Person Person	Persons with Disabilities Personnes handicapées	2 2	Member	Members of Visible Minorities Membres des minorités visibles	ornes
Categories professionnelles	minimum de rechelle de remuneration	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Womer
	Col 1		Col 2	Col. 3	Col 4	Col 5	Col. 6	Col. 7	Col. 8	Col. 9	Col 10	Col. 11	Col 12	Col 13
		7	1	ı										
Upper- level managers	70000-over	٣	-	1										
Cadres superieurs		~	4	4										
	70000-over	-	30	29	1									
		7	18	17	1							1	1	
Middle or other managers	70000-over	e	116	102	14							10	6	7
Cadres intermediaires et		~	788	615	173	2	7	1	6	6		57	20	7
anties ranges	25000-27499	-	109	33	76	2	1	1	2		2	8	3	2
		4	3	2	1									
Professionals	70000-over	۳	11	10	1							1		_
Professionnels		~	534	421	113	2	ī	1	11	6	2	160	139	21
	25000-27499	-	190	113	77				3	3		48	29	19
Semi-professionals and		7	9	9								2	2	
technicians	60000-64999		178	141	37	1	1		4	4		4	4	
Semi-professionness et		7	736	683	53	9	9		89	7	-	72	69	က
	25000-27499	-	31	19	12				1	1				
		4	64	47	17	7		_	2	2		4	е	٦
Supervisors	50000-54999	m	251	23	228	2		2	e.		m	7		7
STORAGE WORLD		7	68	11	57							2		2
	25000-27499	-	9		9									
		4	2	S										
Forementes	60000-64999	~	400	387	13	-	1		æ	8		9	9	
		7	09	99	4									
	30000-34999	-	9	E	m									

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salariés temporaires

30000-34999

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Trefers to the lowest salary quarter, 4 refers to the highest salary quarter!

Trepresente les salares du quart le moins eleve, 4 represente les salares du quart le plus éleve.

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Employment and Immigration Canada Emploi et Immigration Canada

Form 2 Part A. Page 2 Formulaire 2 Partie A. 12 38 128 21 2 313 2 34 Members of Visible Minorities Membres des minorités visibles Men Hommes Col. 12 ~ 477 2 ø 103 **ω** α Total Number Nombre total Col. 11 20 8 135 105. 2 36. 790 26 Women Col. 10 N 4 ~ 29. 2 18 73 Persons with Disabilities Personnes handicapées Men Hommes 2 9 Col. 9 9 m m 2 125 Total Number Nombre total Col. 8 7 64 m 7 ~ 35 18 198 Col 7 ø 52 Aboriginal Peoples Autochtones Men Hommes Gol 6 40 22  $\sim$ Total Number Nombre total 2 9 22 7 4 92 Col S Women 394 5568 89 516 49 11. 848 28 74 43 66. 21 All Employees Tous les salariés Men Hommes 176 3529 25 14 83 23 146 83 10 103 3 95 7292 Col 3 Total Number Nombre total 114 408 2531 630 152 14 860 32 176 24 30 147 157 53 161 12860 Quarter Top and bottom of salary range Maximum et minimum de l'échelle de remunération 35000-39999 17500-19999 40000-44999 22500-24999 40000-44999 35000-39999 45000-49999 20000-22499 22500-24999 25000-27499 TOTAL NUMBER OF EMPLOYEES
NOMBRE TOTAL DE SALARIES 00 Semi-skilled manual workers Travailleurs manuefs specialises Occupational Groups Categories professionnelles Other manual workers Autres travailleurs manuels Sales workers Employes du secteur de la Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et NOTE: See instructions NOTA: Voir instructions Clerical workers Employes de bureau

. Trefers to the lowest salary quarter. 4 refers to the highest salary quarter in Trepresente les salarres du quart le moins eleve; 4 represente les salarres du quart le moins eleve; 4 represente les salarres du quart le

FMP 3871 (9 86) P 2

OCCUPATIONAL GROUPS; PERMANENT PART-TIME EMPLOYEES\* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form 2 Part B. Page 1

Women Col 13 19.89 Members of Visible Minorities Membres des minorités visibles Reporting Period: Période de rapport Men Hommes Col. 12 Total Number Nombre total Col 11 TELECOMMUNICATION CARRIERS INDUSTRY Women Col. 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men Hommes Col 9 Total Number Nombre total Col. 8 Women Col. 7 Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones BRITISH COLUMBIA Men Col. 6 Total Number Nombre total Col S Province / Territory (specify)
Province / territoire (preciser) Women Col 4 7 All Employees Tous les salariés Men Hommes Col 3 BRITISH COLUMBIA TELEPHONE COMPANY Total Number Nombre total × ~ |OJ d Quarter National (Canada) National (Canada) 4 m v Top and bottom of salary range Maximum et minimum de l'échelle de rémunération 45000-49999 40000-44999 Col 1 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et autres cadres NOTE: See instructions NOTA: Voir instructions Semi-professionals and technicians Semi-professionnels et techniciens Upper-level managers Cadres superreurs Name of Business: Nom de l'entreprise Foremen/women Location-Endroit Professionals Professionnels Contremaitres Supervisors

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries Temporaires .

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MOIN ANN MENORS	Top and bottom of salary range			AM Employees Tous les salariés		₹	Aboriginal Peoples Autochlones		Perso	Persons with Disabilities Personnes handicapées	ites	Membe	Members of Vsuble Menorities Membres des minorités visibles	Ornhes visibles
Occupational Groups Categories professionnelles	Maximum of minimum de l'échelle de	Quarter	Total Number Nombre total	Men	Women	Total Number Mombre total	Men	Women	Total Number Mombre total	Men	Women	Total Number Nombre total	Men	Women
	(S) 1		Col 2	Col 3	Col 4	Col S	Col 6	Col 7	Col 8	6 (0)	Col 10	(0) 11	(0) 15	Col 13
		•	6		6									:
Clerical workers	30000-34999		12		12							7		<b>7</b>
Employés de bureau		7	9	-	47							1		7
	22500-24999	-	-		4									
		4.	-		~								:	:
Sales workers	30000-34999	~	9		9	7		~						
Employes du secteur de la		~	191		161				9		6	e	:	<b>K</b>
- Autor	25000-27499	-	3		3									
•		4												
Service workers														:
בשלמהלבו חם שבוובים הבו		~ -												
		-												
Skilled crafts and trades	35000-39999	• ~												
Travaille urs qualifies es		^												
artidans	35000-39999	-	1	1										
		•												
Semi-skilled manual workers		~												
specialises		~ -												
		-												
Other manual workers	27500-29999	-												
Autres travailleurs manuels		~										:		
	27500-29999	-	. 4		*									
TOTAL MUMMER OF EMPLOYEES MOMBRE TOTAL DE SALARIES	DE SALARIES		253	2	251	7		1	3			2		5
I had' page (9 bb) r J		:	refers to the lowest salary quarter, 4 refers to the highest salary quarter!	vest salary qua	ter, 4 refers to	the highest salary	quarter/							

Trefers to the fowest salary quarter, 4 refers to the highest salary quarter!

Trepresente les salares du quart le moins eleve, 4 represente les salares du quart le plus éleve.

\* These individuals all earn the exact same salary

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN\*

NOTE: See instructions NOTA: Voir instructions			9	PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*	L: SALARIÉS	PERMANENTS	À TEMPS PLEIN	•			Form	3 Parte
Name of Business: Nom de l'entreprise:	BRITISH COLUM	ISH COLUMBIA TELEPHONE COMPANY	IE COMPANY				Industrial Sector: Branche d'activité:	🕹	COMMUNICATI	TELECOMMUNICATION CARRIERS INDUSTRY	INDUSTRY	
Location-Endroit	Nationa	National (Canada) National (Canada)	M	Province / Territory (specify) Province / Territoire (preciser)	ry (specify) ire (preciser)	BRITISH COLUMBIA	LUMBIA		Repor	Reporting Period: Période de rapport:	6861	
33 SW4 G A G 4 G 5		All Employees Tous les salariés			Aboriginal Peoples Autochtones	\$ 3	Per	Persons with Disabilities Personnes handicapées	ies es	Memb	Members of Visible Minorities Membres des minorités visibles	Orithes
ECHELLES DE RÉMUNERATION	Total Number Nombre total	*	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
Under Moins de \$10,000	Col. 1	(di 2	(0)	Col	Col. 5	9 00	G 7	Col 8	6 10	Col. 10	11 (0)	Col 12
\$10,000 - \$14,999												
\$15,000 - \$17,499												
817,500 - \$19,999	2	3	2									
\$20,000 - \$22,499	342	77	265	1	1		2	1	1	10	3	7
\$22,500 - \$24,999	1,127	62	1,065	18	1	17	22	9	16	44	2	. 42
\$25,000 - \$27,499	840	65	775	6	1	88	8	1	7	43	7	36
\$27,500 - \$29,999	2,008	207	1,801	16		16	33	9	27	136	30	106
\$30,000 - \$34,999	1,123	369	754	89	3	5	17	2	12	66	40	59
\$35,000 - \$39,999	4,042	3,868	174	25	24	1	70	19	3	136	119	17
\$40,000 - \$49,999	2,445	1,817	628	11	8	т	34	27	7	188	147	41
\$50,000 \$69,999	826	728	86	4	2	2	12	12		128	123	5
\$70,000 and over	102	96	9							9	9	
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	12,860	7,292	5,568	92	40	52	198	125	73	790	477	313
								The real Property lies and the last of the				

1 MP 3848 (9-86)

Use separate Parts for permanent part-time and temporary employees .
Utiliser les autres parties pour les salaries permanents à l'emps partiel et les salaries temporaires

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Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS A TEMPS PARTIEL\*

Form 3 Part B Fornie B

Women 2 Col 12 2 Members of Visible Minorities Membres des minorités visibles TELECOMMUNICATION CARRIERS INDUSTRY Men Hommes Col. 11 1989 Total Number Nombre total Reporting Period: Periode de rapport: S Col. 10 2 Women Col 9 m ٣ Persons with Disabilities Personnes handicapées Men Hommes Col 8 Industrial Sector: Branche d'activité: Total Number Nombre total Col 7 3 ٣ BRITISH COLUMBIA Women Col 6 -Aboriginal Peoples
Autochtones Men Hommes Province / Territory (specify) Province / territoire (preciser) Col S Total Number Nombre total Col 4  $\times$ Women Col 3 251 13 4 230 BRITISH COLUMBIA TELEPHONE COMPANY All Employees Tous les salaries Men Hommes Col 2 ٦ National (Canada) Total Number Nombre total Col 1 4 253 4 14 231 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES \$50,000 and over \$40,000 - \$49,999 \$15,000-\$17,499 \$17,500 - \$19,999 \$20,000 - \$24,999 \$30,000 - \$39,999 SALARY RANGES ÉCHELLES DE RÉMUNÈRATION \$12,500 - \$14,999 \$25,000 - \$29,999 \$10,000 - \$12,499 Under \$2,500 Moins de \$2,500 \$2,500 - \$4,999 \$5,000 - \$7,499 666'6\$-005'1\$ NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise Location-Endroit

LMP 3849 (9 86)

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

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Form formulaire 4 Partie A

TELECOMMUNICATION CARRIERS INDUSTRY

Industrial Sector: Branche d'activité:

BRITISH COLUMBIA TELEPHONE COMPANY

NOTE. See instructions NOTA. Voir instructions

Name of Business: Nom de l'entreprise:

PERMANENT FULL-TIME EMPLOYEES HIRED\*
RECRUTEMENTS: SALARIES PERMANENTS À TEMPS PLEIN\*

Women Col. 12 4 m ~ 17 25 Members of Visible Minorities Membres des minorités visibles Men Col. 11 m ~ ~ 4 18 28 19 89 Total Number Nombre total Col. 10 4 22 m ~ 21 53 Reporting Period: Période de rapport: Women Col 9 -\_ Persons with Disabilities Personnes handicapées Men Col. 8 -~ \_ ٣ Total Number Nombre total Col. 7  $\dashv$ -2 4 BRITISH COLUMBIA Women Col. 6 Aboriginal Peoples Autochtones Men Hommes Col. 5 \_ 2 3 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 \_ 7 Women Col. 3 20 6 6 28 334 9 409  $\boxtimes$ All Employees Tous les salariés Men Hommes Col. 2 24 69 31 65 14 230 21 National (Canada) National (Canada) Total Number Nombre total Col. 1 44 87 40 13 4 399 9 7 14 24 639 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises Employés du secteur de la vente Travailleurs qualifies et artisans Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Clerical workers Employes de bureau Location-Endroit Furemen/women Service workers Professionals Professionnels Contremaitres Sales workers Surveillants

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires 4

LAMP 3870 (9 86)

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NOTE See instructions NOTA: Voir instructions

Name of Business:

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Industrial Sector: Branche d'activite

4 Partie B

Form Formulaire

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Hommes Col. 11 TELECOMMUNICATION CARRIERS INDUSTRY Total Number Nombre total 1989 Col. 10 Reporting Period: Periode de rapport. Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes 00 8 Total Number Nombre total Col 7 BRITISH COLUMBIA Women Col 6 Aboriginal Peoples Autochtones Men Col. 5 Province / Territory (specify)
Province / Territoire (préciser) Total Number Nombre total Col. 4 Women Col. 3 BRITISH COLUMBIA TELEPHONE COMPANY All Employees Tous les salariés Men Hommes Col 2 Total Number Nombre total National (Canada) National (Canada) 00 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens t mployes du secteur des services Skilled crafts and trades workers f mployés du secteur de la vente Travailleurs manuels specialises Travailleurs qualifies et artisans Semi-skilled manual workers Autres travailleurs manuels Other manual workers Upper-level managers Cadres supérieurs t mployes de bureau Nom de l'entreprise LoremenAvomen 1 ocation-Endroit Germal workers Service workers Contremaitres Sales workers Professionnels Professionals Supervisors

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NOTE See instructions NOTA Vow instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARÉS PERMANENTS À TEMPS PLEM"

S Partie A

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20 E2 10 21 13 Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been but promoted. Salarids promise the cadegorie professionand a fundament of the cadegorie professionand as a fundament of the deal of the salarids promos as a fundament of the salarids are salaridated by the salaridated as a salaridated 5 17 S 26 9 TELECOMMUNICATION CARRIERS INDUSTRY Reporting Period: Période de rapport: Yotal Number Mombre sotal Cot 10 4 m 23 36 99 13 Woman formers 6 19 7 Persons with Disabilities Personnes handicapdes 1 3 m -Total Number Mombre total Industrial Sector: Branche d'activité 200 m 00 m ~ BRITISH COLUMBIA Women Col. 6 ~ 9 Aborganal Peoples Autochtones Monnes Col. S ~ Province / Territory (specify) Province / Berntoire (précies) Total Number Assessive total 60.4 ~ = -3 83 47 20 9 ~ 7117 167 17 16 21 **(3**) BRITISH COLUMBIA TELEPHONE COMPANY All Employees Toug leg salariés i i i Col. 2 193 64 16 7 102 47 39 147 20 27 Total Number Mombre total Mational (Canada) Col 1 7 149 276 84 26 49 756 174 168 37 43 Auddle or other managers Cadres intermedialities of autres cadres Occupational Groups Categories professionnelles semi-professionals and technicians Semi-professionnels of technicians Service workers Employes do secteur des services Stated crafts and trades workers Transitiours quadries of artisans Semi-skaled manual workers Travailleurs manuals spécialisés Sales workers Employes do sectour de la vente Other manual workers Autres travailleurs manuels Upper-level managers Cadres superieurs Nome of Business. Nom de l'entreprise Clerical workers Employes de bureau Lucation Endroit Contromatives Professionnels Professionals

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84

62

146

= =

19

12

16

1,130

699

1,799

TOTAL MUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIÉS PROMUS

699

1,799

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Use separate Parts for permanent part-time and temporary employees.
Utilities het autres parties powe has salaires temporaanes.

TOTAL MUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMAMENTS À TEMPS PARTIEL\*

form 5 Partie B

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted the stakes of the salaries promise destables on a financiar or beginning the salaries promise and the promoted of the salaries promise and the salaries promise a Col. 13 TELECOMMUNICATION CARRIERS INDUSTRY Reporting Period: Période de rapport: Total Number Nombre total Col. 10 Col. 9 -~ Persons with Disabilities Homes Col 8 Total Number Mombre total Industrial Sector: Branche d'activité: Col. 7 BRITISH COLUMBIA Women Col. 6 Aboriginal Peoples Autochtones i i 200 Province / Territory (specify) Province / Bernboke (prácies) Total Number Mombre Sotal 3 Former F 23 Col. 3 17 23 -BRITISH COLUMBIA TELEPHONE COMPANY All Employees Tous les salariés Homes Col. 2 Total Number Mombre total National (Canada) Mational (Canada) 23 Col. 1 ~ S 17 23 TOTAL MUMABER OF EMPLOYEES PROMOTED MOMBER TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires of autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionness of technicians Service workers Employes du secteur des services Skided crafts and trades workers Travailleurs quabilies et artisant Semi-skilled manual workers Travailleurs manuels specialisés Sales workers Employés du secteur de la vente Autres travailleurs manuels Other manual workers NOTE. See instructions NOTA. Vov. instructions Upper-level managers Cadres superieurs Cleskal workers Employés de Bureau Name of Business: Nom de l'entreprise. Forementwomen Contremaitres Location-Endroit Professionals Professionnels Supervisors

Use separate Parts for permanent full-time and temporary employees Utiliser ies autres parties pour les salariés permanents à temps plein et les salariés temporaires



Form formulaire 6 Partie A

Women Col 12 m 4 6 Members of Visible Minorities Membres des minorités visibles Men Col. 11 S 2 TELECOMMUNICATION CARRIERS INDUSTRY 14 28 Total Number Nombre total 1989 Col. 10 2 9 ٣ 2 14 37 Reporting Period: Periode de rapport: Women Col 9 ~ Persons with Disabilities Personnes handicapées Men S 8 2 2 PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\* Total Number Mombre total Industrial Sector: Branche d'activité: Col. 7 9 \_ S BRITISH COLUMBIA Women Col. 6 ~ m Aboriginal Peoples Autochtones Men Col S Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 4 Women Col. 3 9 11 12 13 155 28 14 251 BRITISH COLUMBIA TELEPHONE COMPANY All Employees Tous les salariés Men Hommes . Col. 2 4 9 24 19 7 25 19 4 147 3 324 1 Total Number Nombre total National (Canada) National (Canada) Col. 1 ~ 36 24 174 7.1 24 25 32 153 17 18 575 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups
Categories professionnelles TOTAL MUMBER OF EMPLOYEES TERMINATED MOMERE FOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et techniciens Employés du secteur des services Skilled crafts and trades workers Employés du secteur de la vente Travailleurs manuels specialises Travailleurs qualifies et artisans Semi-skilled manual workers Autres travailleurs manuels NOTE: See instructions NOTA: Voir instructions Other manual workers Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: Clerical workers Employes de bureau Contremaires Location-Endroit Service workers Professionnels Sales workers Professionals Supervisors

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Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires .

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NOTE: See instructions NOTA: Voir instructions

Location-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form formulaire 6 Partie 8

Women Col 12

Members of Visible Minorities Membres des minorités visibles Men Col 11 TELECOMMUNICATION CARRIERS INDUSTRY Total Number Nombre total 1989 Col 10 Reporting Period: Période de rapport: Women Col. 9 Persons with Disabilities Personnes handicapées Men Col. 8 Total Number Nombre total Industrial Sector: Branche d'activité: Col. 7 Province / Territory (specify)
Province / territoire (préciser)
Province / territoire (préciser) Women Col. 6 Aboriginal Peoples Autochtones Men Col. S Total Number Mombre total Col. 4 Women CO 7 2 Ø BRITISH COLUMBIA TELEPHONE COMPANY All Employees Tous les salaries Men Hommes Col 2 Total Number Mombre total National (Canada) National (Canada) Col 2 2 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et technicians Skilled crafts and trades workers travailleurs qualifies et artisans timployes du secteur des services Sales workers Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: Lierkal workers Employes de bureau

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaires permanents à temps plein et les salaires temporaires

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TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS

1 MP 3845 (9 86)

Other manual workers Autres travailleurs manuels

f-wemen/women

Contremaitres Supervisors

Professionals Professionnels

Service workers

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form Page 1 Partie A, Page 1 Women Col 13 1989 - 6 m m 9 20 Members of Visible Minorities Membres des minorités visibles Reporting Period: Période de rapport: Men Col. 12 S 131 m 11 44 18 Total Number Nombre total Col. 11 VANCOUVER 18 45 4 7 9 2 53 2 4 121 43 TELECOMMUNICATION CARRIERS INDUSTRY Women Col. 10 . 2 Designated CMA (specify) RAMR designée (préciser) Persons with Disabilities Personnes handicapées Men Col. 9 6 4 Total Number Nombre total Col. 8 B 7 4 7 Women Col. 7 Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones Men Col. 6 -:-2 0 Total Number Nombre total Col. 5 Province / Territory (specify) Province / territoire (préciser) Women 15 146 114 50 15 61 104 68 36 Col 4 All Employees Tous les salariés Men 26 16 124 401 17 360 102 204 289 34 208 24 Col 3 BRITISH COLUMBIA TELEPHONE COMPANY Total Number Nombre total 170 240 127 58 18 547 464 325 46 26 Col. 2 Quarter National (Canada) National (Canada) 4 W 4 m Top and bottom of salary range Maximum et minimum de l'échelle de remunération 27500-29999 30000-34999 25000-27499 55000-59999 50000-54999 30000-34999 50000-54999 70000-over 25000-27499 70000-over 70000-over 70000-over Col. 1 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et Semi-professionals and technicians Semi-professionnels et techniciens NOTE: See instructions NOTA: Voir instructions Upper-level managers Cadres supérieurs Name of Business: Nom de l'entreprise: ForemenAvomen Location-Endroit Professionals Professionnels autres cadres Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

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MOTA Vor instructions	Top and bottom of salary range	:	12	All Employees Four les salariés		4	Aboriginal Peoples Autochtones		Person	Persons with Disabilities Personnes handicapées	ites	Membra	Members of Vaible Menorities Annihing des minoritids visibles	norsties visibles
Occupational Groups Categories professionnelles	Fechalis de	Out to	Total Number Mondere total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Mombre total	Men	Women	Total Number Numbre total	Monness	Women
	1 63	•	Col. 2	Col. 3	Col 4	Col S	Col 6	Col. 7	Col. 8	(ol.9	Col. 10	Col. 11	Col 12	(of 13
		7	82	22		1	7					60	1	7
	35000-39999	m	251	10	241	1		γ	+		*	27	7	56
Employes de bureau		~	1256	47	1209	12		12	21	+	17	88	•	94
	17500-19999	Ē	320	53	267	3	2		9	2	4	17	7	13
		4	06	55	35							m	. 2	-
Sales workers	40000-44999	<b>m</b>	01	1	6							7		1
Employes du secteur de la		~	454	9	448	*		*	10		01	21	7	70
- Constant	22500-24999	Ē	12	-	11	1	7							
Service workers Employer du secteur des services		4 m ~.												
		-	100	70					~	2		3	3	
Stabled crafts and trades workers Transillants qualifies of	40000-44999	m	9/91	1645	31	13	13		31	59	2	4.	82 1	2
artisans	25000-27499	~ -	23	9	17							1	-	
			88	88			,	,	,	•		- *		
Semi-skilled manual workers Transilleurs manuels	35000-39999	~	120	57	63	,	•	4 6	•	4	1	, ,	-	2
specialises	22500-24000	~ -	4.	<b>,</b> -	34	¥	:	•	•					
			-	-						*				
Other manual workers	45000-49999	e												
Autres travaments manuers		7.7	107	62	45	,	-			-	4	٠,٠	91	
	20000-22499	-	73	70	2									
TOTAL MUMMER OF EMPLOYEES MOMBRE TOTAL DE SALARIÉS	DF EMPLOYEES 1 DE SALARIÉS		7256	4098	3158	51	26	25	113	69	44	632	412	220
A STATE OF THE PERSON NAMED IN			I refers to the low	vest salary quart	er; 4 refers to	I refers to the lowest salary quarter; 4 refers to the highest salary quarter?	quarteri		-				(	11.0

1 may 30 / 1 (9-84) F 3

... I refers to the lowest salary quarter, 4 refers to the highest salary quarter!

I represente les salaires du quart le monts eleve. 4 represente les salaires du quart le plus eleve

Canadä

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

2 Part B. Page

Form Formulaire

Col 13 19.89 Members of Visible Minorities Membres des minorités visibles Reporting Period: Période de rapport: Men Hommes Col. 12 Total Number Nombre total Col. 11 VANCOUVER TELECOMMUNICATION CARRIERS INDUSTRY Women Col. 10 Designated CMA (specify) RMR designée (préciser) Persons with Disabilities Personnes handicapees Men Hommes Col. 9 Total Number Nombre total Col. 8 Women Col. 7 Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones Men Col. 6 Total Number Nombre total Col S Province / Territory (specify) Province / territoire (preciser) Women Col 4 ٦ All Employees Tous les salariés Men Col. 3 BRITISH COLUMBIA TELEPHONE COMPANY Total Number Nombre total Col. 2 ٦ Quarte National (Canada) National (Canada) Top and bottom of salary range Maximum et minimum de l'échelle de rémunération 45000-49000 40000-44999 Col Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et autres cadres Semi-professionals and technicians Semi-professionnels et Upper- level managers Cadres superieurs Name of Business: Nom de l'entreprise: Foremen/women Contremaitres Location-Endroit Professionals Professionnels Supervisors techniciens

4 (99-6) GRRF JWII

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

Trepress to the lowest salary quarter; 4 refers to the highest salary quarter! Trepresente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus élevé :

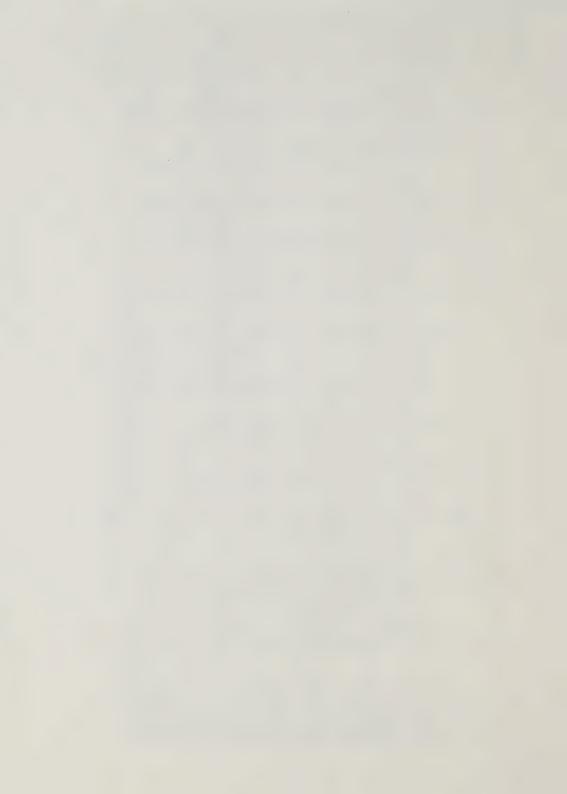


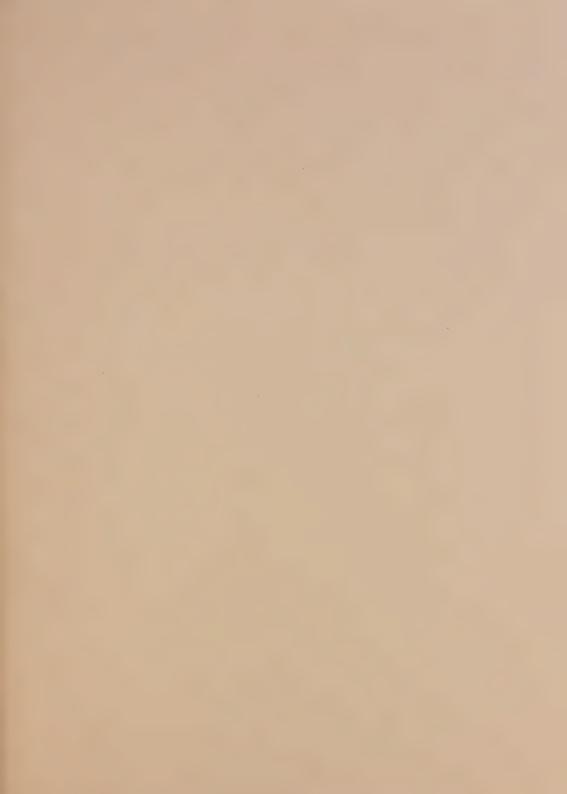
Form Partie 2 Partie B, Page 2

Women Col 13 -Members of Visible Minorities Membres des minorites visibles Men Col 12 Total Number Nombre total Col 11 7 --Women Col 10 3 m Persons with Disabilities Personnes handicapées Men Hommes Col 9 Total Number Nombre total Col 8 m 3 Women Col 7 Aboriginal Peoples Autochtones Men 9 loo Total Number Nombre total Col S 7 Women 180 28 8 8 122 **-**:9 Col. 4 All Employees Tous les salariés Men Hommes Col 3 Total Number Nombre total 29 88 2 122 181 Col. 2 و ب Quarter 25000-27499 Top and bottom of salary range Maximum et minimum de l'échelle de remunération 30000-34999 22500-24999 30000-34999 NOMBRE TOTAL DE SALARIES Col 2 Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels Occupational Groups Catégories professionnelles Service workers Employes du secteur des services Sales workers Employés du secteur de la vente Skilled crafts and trades workers Travailleurs qualifies et artisans NOTE: See instructions NOTA: Voir instructions Clerical workers Employés de bureau

T refers to the lowest salary quarter; a refers to the highest salary quanter! T represente les salaires du quant le moins eleve; a represente les salaires du quant le plus-èleve :

1 MF 5880 (9:80) F 2







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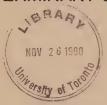
CA1 M -E52

## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

## LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



BRITISH COLUMBIA TELEVISION BROADCASTING SYSTEM LTD.

9014

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Employment and Emploi et immigration Canada

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1)) SCHEDULE II / ANNEXE II

Formulaire 1

EGNITÉ EN MATIÈRE D'EMPLOY. EGNITIFICATION DE L'EMPLOYEUR, SOMMANY AND CERTIFICATION OF ACCURACY

COMMET

COMMET

COMMET

	NAME OF EMPLOYER	-	-		6					
	MOM DE L'EMPLOYEUR	U BRITISH COLUMBIA T	BRITISH COLUMBIA TELEVISION BROADCASTING SYSTEM LTD.	S SYSTEM LTD.	BCTV					
_	ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS:	ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSED "AFFARRES NATIONALE FRUNCHALE FOR THE TABLE STREET, BUSINESY, B.C. V.	¢ V5A 1V7	(4) P.O. Box 4700, Vancouver,	B.C.	V6B 4A3			
L-U	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMP	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - MOM DU MEMIER DIRECTANT DE L'ENTRÉMISE	THEMISE	name of officer resonage for langument quity. Hom de l'agent resonsable de l'équité en matéré d'empo ① Robelt Inglam	I EQUITY - NOM DE L'AG	ent responsable de l'Équi	ITE EN MATIÊRE D'EN	A.O.	
40	POSITION	ON THIE . HIME OU FONCTION President and	Chief Executive Officer		O Vice-President, Finar	Finance & Administration	stration	0.4	FELEPHONE MUMBER WUMERO DE TELEPHONE 420-2288	
Z		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ ?	61	NO OF EMPLOYEES NOMINE DE SALAMÉS		100 O	DESIGNATED C.M. As R. M. R. DESIGNEES	300	PROVINCESTERRITOMES PROVINCESTERRITOMES	
nc	_	(a) Communications		767	GEOGRAPHICAL	CALGARY		OUE OF		
250	SECTOR(S)	INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2	3	NO OF EMPLOYEES NOMBRE DE SALARIÉS	AKEAS (INDICATE NUMBER OF	EDMONTON		NS-M.C.		
4-84		MOUSTMAN, SECTOR 3 - BRANCHE D'ACTIVITE 3	£3	NO OF EMPLOYEES NOMINE DE SALABES	EMPLOYEES LOCATED IN EACH AREA)	HALIFAX		MANMAN.	290	
	D'ACTIVITÉ	MOUSTRIAL SECTOR 4 - MAMORE D'ACTIVITÉ 4	F 4	NO OF EMPLOYEES NOMBRE DE SALARIES		REGINA		PELAPE.		
224	EMPLOYMENT	MUMBER OF PERMANENT	(S) NUMBER OF PERMANENT	(IE) MUMBER OF TEMPORARY	GÉOGRAPHIQUES	TOADNTO		ALTA-ALB NFLD-T-A	-	
(R>		FULL THAN EMPLOYEES NOMBNE DE SALARIÉS NERAANENTS A TEMPS PLEIN	PART-TIME EMPLOYEES NOMBRE DE SALARRES PERMANENTS A TEMPS PARTIEL	SANDARANES  EMPLOYERS  SOMBORD  SALLONES  FOR CONTROL  SALLONES	(INDIQUER LE NOMBRE DE SALARIES DANS	VANCOUVER	288	TKN-YuK. N W T-T N -O		
-	CATEGORIES DE SALARIÉS	245	24	23	CHAQUE SECTION	(9) TOTAL EMP MOMBRE T	TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALANES AU CANADA		292	
	CERTIFICATION OF ACCURACY	Robert Ingram (Name) Robert Ingram ITHE THE UNE OMMANION CONTAINED IN FOR	Britis  (Name)  ROBERT INGRAM OF FREED CERTEY ON BEHALF OF (NAME OF FREED CERTEY ON BEHALF OF (NAME OF FREED CERTEY ON BEHALF OF THE SET OF MY KNOWIEDGE AND BELIEF  THAT THE BRY DAMAN TON TO THE REST OF MY KNOWIEDGE AND BELIEF	HEREBY CERTIFY ON BEHALF OF (NAME OF EMPIOYET) CUMATE IN EVERY RESPECT TO THE BEST OF MY KNOWLED	British Columbia Television Broadcasting System Ltd.	Television	Broadcasting S	ystem Ltd.	CORPORATE	
		RE. (NOM!) QUE LES RENSERANE MENTS FOURMS DAN	. ATTESTE PARLES WIRSKNINGS AND LES FORMULARIES I A 6 DU MESANT RAPPORT SONT, AUTANT OUE IS SACHE, VALUS ET EXACTS A TOUS ECARDS	ATTESTE DARLES MESENTES AU NOM DE (Nom de l'employeut) NT SONT, AUTANT QUE IL SACHE, VRAIS ET EXACTS A TOUS ECARDS					SCEAU DE LA SOCIÉTE	
-0=	W DEXACITIONE	DATE - DATE	July 16, 1990	SIGNATURE - SIGNATURE	( Dam	<i>§</i>				-
1 1	ther 3847(\$-96)	MOTE: SEE HISTRUCTIONS TO COMPLETE ALL FORMS	LL FORMS R TOUS LES FORMULAIRES						Canada	نے ہ

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS NOTA: VOIR INSTRUCTIONS POUR REMPILIE TOUS LES FORMULAIRES

Canada

Employment and Emploi et Immigration Canada

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1)) SCHEDULE II / ANNEXE II

Form Formulaire

EQUITÉ EN MATIÈRE D'EMPLOY. BENTWICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTWICATION DE L'EMPLOYEUR, SOMMARRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

-	NAME OF EMPLOYER	FULL LEGAL NAME - NOW LEGAL AU COMPLET	194		COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE	LAISON SOCIALE			
0 9	MUSY DE L'EMPLOYEUR	O BRITISH COLUMBIA	BRITISH COLUMBIA TELEVISION BROADCASTING SYSTEM LTD.	SYSTEM LTD.	① BCTV				
21	ADDMESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	BUSINESS - ADRESSE D'AFFAIRES NA HOMALE PRINCIPALE		MAILING ADDRESS - ADRESSE POSTALE				
	ALMESSE	① 7850 Enterprise	ise Street, Burnaby, B.C. V5	V5A 1V7	( P.O. Box 4700, Vancouver, B.C.	couver, B.C.	. V6B 4A3		
	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EM	NAME OF CHIEF EXECUTIVE OF FICER OF EMPLOYER - NOM DU PREMIÉR DIRIGEANT DE 1 'ENTREPRISE	WISE	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI	NT EQUITY - NOM DE L'	AGENT RESPONSABLE DE L'ÉQUI	TÉ EN MATIÉRE D'EL	AMOI
∪ <b>∢</b>		5 Donald M. Smith			O Robert Ingram				
	POSITION	POSITION TITLE - TITME OU FONCTION			POSITION TITLE - FITHE OU FONCTION			ANEA CODE	TELEPHONE NUMBER MUMÉRO DE TÉLÉPHONE
02	-	President and Ch	President and Chief Executive Officer		( Vice-President, Finance & Administration	nance & Adm		0604	420-2288
		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ !	161	NO OF EMPLOYEES NOMBRE DE SALARIÉS		530 (i)	DESIGNATED CM AS R M R DÉSIGNÉES	AGNA MONA (II)	PROVINCESTERRITOMES PROVINCESTERRITOMES
~ 0		(10) Communications		292	GEOGRAPHICAL	CALGARY		ONT OWF	2
23	SECTOR(S)	INDUȘTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 2	16.3	NO. OF EMPLOYEES MOMBRE DE SALARIES	AREAS	EDMONTON		one or	
					(INDICATE NUMBER OF				
- 8	SISTEMATION	INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3	<u> </u>	NO OF EMPLOYEES NOMBRE DE SALARIÉS	EMPLOYEES LOCATED IN FACH AREA)	HALIFAX		MAN. MAN	
					Cancinonia de la constanta de	MONTRÉAL		#C-C-#	000
		INDUSTRIAL SECTION 4 - BRANCHE D'ACTIVITÉ 4	164	NO OF EMPLOYEES MOMBNE DE SALARIÉS				PELTER	730
		3				REGINA		SASK -SASK	
	EMPLOYMENT	3	9		SECTEURS	TORONTO		ALTA.ALB	
< 0	_	NUMBER OF PERMANENT	NUMBER OF PERMANENT PART TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES	SECONDARIA (SECONDARIA)		000	M+1 O T-M	
	CATEGORIES	NOMBRE DE SALARIÉS PERMANENTS A TEMPS PLEIN	MOMBRE DE SALARIES PERMANENTS A TEMPS PARTIEL	MOMBRE DE SALARIES TEMPORAIRES	(INDIQUER LE NOMBRE	VANCOUVER		TKN - YUK	
œ h	CATÉGORIES				CHADUE SECTEUR)	WINNIPEG		NWT-FW-0	
	DE	245	24	23		(1) TOTAL EN	TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALARIÉS ALI CARADA	292	
0	CERTIFICATION	Donald M. Smith		HEREBY CERTIFY ON BEHALF OF (Name of employer)	British Columbia Television Broadcasting System Ltd	relevision	Broadcasting Sys	stem Ltd.	
	ACCURACY	THAT THE UNFORMATION CONTAINED IN F	INAT IN WEGRMATION CONTAINED INTORMS 1 TO GOT THIS REPORT IS TRUE AND ACCUMALE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELLEF	IE IN EVERY RESPECT, TO THE BEST OF MY	F KNOWLEDGE AND BELIEF				CORPORATE
		JE. (NOM)		, ATTESTE PARLES PRESENTES AU MON DE (Nom de l'employeur)	(Nom de l'employeur)				
	ATTESTATION	QUE LES RENSERONEMENTS FOURNIS DAN	QUE LES NENSEKON MÉNTS FOURINS DANS LES FORMULAIRES 1 A 6 DU PRÉSENT RAPPONT SONT, AUTANT QUE 11 SACHE, VRAIS ET EXACTS A TOUS ÉGARDS	II, AUTANI QUE JE SACIIE, VRAIS ET EXA	CTS A 10US EGARDS	,			SOCIÉTÉ
-02	D'EXACTITUDE	DATE - DATE -	We will be	SEGNATURE SEGNATURE	N. C. W. W. V. V. V.	Mes en			
1 845 1847(9-86)	(98-6)/3	MOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS	LEFORMS						

MOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTAL YOM INSTRUCTIONS POUR REMAIN 170US LES FORMULAIRES

Formulaire 2 Partie A, Page 1

6861 Reporting Period: Période de rapport:

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise

British Columbia Television Broadcasting System Ltd.

Province (Territory (specify)
Province (territoire (préciser)

National (Canada) National (Canada)

Location-Endroit

481 Telecommunication Broadcaster Industrial Sector: Branche d'activité:

Designated CMA (specify) RMR désignée (préciser)

														۱
	Top and bottom of salary range	:	7	All Employees Tous les salariés		Ab	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapées	ies ies	Member	Members of Visible Minorities Membres des minorités visibles	orities
Occupational Groups Catégories professionnelles	Maximum et minimum de l'échelle de	Quart	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Mombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col S	Col 6	Col 7	Col. 8	(ol. 9	Col 10	Col 11	Col 12	Col 13
	70,000	4	7	1									:	
Opper- level managers Cadres supérieurs	and over	m												
	70,000	~ -	2	5					1	1		1	1	
	70,000	-	1	1										
Middle or other managers	and over	m	1	-									-	
autres cadres	40,000	~-	σ &	œ <del>4</del>	1 4				1		1	- 1	1	
	70,000	4	1	1										
Professionals	and over	~												
TOTELSACIENCES	40,000	~	m r	e								+	4	
	44.999	-			1									
Semi-professionals and technicians	70,000	<b>4</b> M	1	-										
Semi-professionnels et techniciens	25,000	7 -	144	124	20				1	1		10	7	3
	55,000	-	1	1										
Supervisors	59,999	9			,									
STORAGE STORAGE	30,000	7	7		1									
	14, 333	ŀ												
	0000,07	•	7	72.					-	1				
Contremaitres	and over	-	5	Ω.					<b>(</b>					
	45,000	~ -	7 0	7 0					1	1				
	42,222	1							the leaders and		out to the high	the brokest cal any one of	,	

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partief et les salariés temporaires

EMP 3871 (9-86)

I refers to the lowest salary quarter; 4 refers to the highest salary quarter/ I représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé



NOTE. See instructions NOTA: Voir instructions												Formulaire	laire 2 Partie A.	tie A, Page 2
Occupational Groups	Top and bottom of salary range	:	T	All Employees Fous les salariés		Ab	Aboriginal Peoples Autochtones	\$	Perso Perso	Persons with Disabilities Personnes handicapées	ties ées	Member	Members of Visible Minorities Membres des minorités visibles	nonties
Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
	.45,000	4	4	1	3									
Clerical workers	49,999	~	14	2	12							7		7
Employes de bureau	15,000	7	16	2	14									
	17,499	-	5	1	4									
	000,07	. 4	1	1										
Sales workers	and over	٣	-	1										
Employes du secteur de la	40,000	7	2	7	-									
cente	44,999	-	2	2										
		4												
Service workers		٣												
Employes du secteur des		7												
Sel vices		-												
Skilled crafts and trades	55,000	4	1	1										
workers	59,999		1	-										
Travailleurs qualifies et	35,000	7												
	39,999	-		ļ										
	30,000	4	1	1										
Travailleurs manuels	34,999	m												
specialises		7					:							
		4												
Other manual workers		_												
Autres travailleurs manuels		:												
		1												
TOTAL NUMBER OF EMPLOYEES	DE SALARIES		241	179	62				ın	4	-	15	1	4
TOTAL TOTAL	DE JAINES	1										7	11	7"

EMP 3871 (9-86) P.2

• I refers to the lowest salary quarter; 4 refers to the highest salary quarter;
I represente les salares du quart le moins eleve, 4 represente les salares du quart le moins eleve,

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

68 Reporting Period: Periode de rapport

Form formulaire 2 Partie B, Page 1

481 Telecommunication Broadcaster

Designated CMA (specify) RMR désignée (préciser) Persons with Disabilities Industrial Sector: Branche d'activité British Columbia Television Broadcasting System Ltd. Province / Territory (specify)
Province / territoire (préciser) National (Canada) X Name of Business: Nom de l'entreprise. Location-Endroit

Personnes handicapees

Women Col 13 Members of Visible Minorities Membres des minorites visibles Men Col 12 Total Number Nombre total Cot 11 Women Col 10 Men Col 9 Total Number Nombre total Col 8 Women Col 7 Aborrginal Peoples Autochtones Men Col 6 Total Number Nombre total Col 5 Women Col 4 2:0 Ali Employees Tous les salariés Men Hommes Col 3 Total Number Nombre total 4.0 Col 2 Quarter 4 m of salary range Maximum et minimum de l'echelle de remunération 7,500 34,999 666,6 30,000 Coll Occupational Groups Categories professionnelles Middle or other managers Cadres intermédiaires et Semi-professionals and technicians Semi-professionnels et techniciens Upper-level managers Cadres superieurs Foremen/women Contremaitres autres cadres Professionnels Professionals Supervisors

Use separate Parts for permanent full-time and temporary employees. Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaries

1 MF 1886 (9:86) P 1

Trefers to the lowest salary quarter; 4 refers to the highest salary quarter/ Trepresente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus eleve

**Janadä** 

Form Part B, Page 2 Formulaire 2 Partie B, Page 2

NOTE: See instructions NOTA: Voir instructions				M. Complete		44	Selocad legional		Perso	Persons with Disabilities	ities	Members of V	/isible	Minorities
	Top and bottom of salary range	:		All Employees Fous les salariés		1	Autochtones		Perst	Personnes handicapées	rées	Membre	Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Wamen	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
	22,500	4	2		2									
Clerical workers	24,999	m												
Employes de bureau	0	7	2 0		2	1		1						
	2,499	-	1		1									
Cales workers		4 0			:									
Employes du secteur de la		2												
vente		7												
	30,000	4	-		-									
Service workers	34,999	m												
Employes du secteur des	5,000	2												
	7,499	-	4	4										
Skilled crafts and trades	17,500	4	1	1										
workers	19,999	<u>~</u>											:	
artisans		7 -												
		4											:	
Semi-skilled manual workers		۳											:	
Travailleurs manuels specialises		2				:								
		-												
		4			1 1				:					
Autres travailléurs manuels		7						1						
		2 -												
TOTAL NUMBER OF EMPLOYEES	DE EMPLOYEES		24	12	12	1		1	1	1				
WOMBAC TOTAL	DE SALVANCES	1					- Constant							

1 MP 1886 (9:86) F-2

• 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/ 1 represente les salaires du quart le moins éleve, 4 represente les salaires du quart le plus éleve

NOTE: See instructions NOTA: Voir instructions

Emploi et Immigration Canada Employment and Immigration Canada

3 Partie A Formulaire

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Women Cul 12 Members of Visible Minorities Membres des minorites visibles \_ Men (0) 11 Industrial Sector: Branche d'activité. 481 Telecommunications Broadcaster ~ Total Number Nombre total Col 10 Reporting Period. \_ Women 6 lo) \_ \_ Persons with Disabilities Personnes handicapees Men (OI 8 \_ Total Number Nombre total 7 107 Women g loo Aboriginal Peoples Aufochtones Men Province / Territory (specify) Province / territoire (preciser) Col 5 British Columbia Television Broadcasting System Ltd. Total Number Nombre total Col 4 Women Col. 3 \_ \_ All Employees Tous les salariés Men Col. 2 --National (Canada) National (Canada) Total Number Nombre total Col 1 × TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIÉS \$70,000 and over SALARY RANGES ÉCHELLES DE RÉMUNERATION \$40,000 - \$49,999 \$50,000 - \$69,999 \$35,000 - \$39,999 \$15,000 - \$17,499 \$25,000 - \$27,499 \$27,500 - \$29,999 \$30,000 - \$34,999 \$10,000 - \$14,999 \$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999 Under Moins de \$10,000 Name of Business: Nom de l'entreprise: Location-Endroit

LAAP 3848 (9:86)

Use separate Parts for permanent part -time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploret Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PARTIEL\*

Form Formulaire 3 Parte 8

Industrial Section Broadcaster | Branche ปัจเกษาผู้88] Telecommunications Broadcaster

Name of Business: Norm de Fenteprite: British Columbia Television Broadcasting System Ltd.	olumbia Tele	vision Broa	dcasting Sy	stem Ltd.			Industrial Sector Branche d'activit	tor tivita	communicati	Industral Settor Branche d'actività Bl Telecommunications Broadcaster	ster	
Location Endroit	National (Canada)	Canada) Canada)		Province / Territory (specify) Province / territoire (préciser)	ry (specify) re (préciser)				Repor	Reporting Period. 19 Periode de rapport	68 61	
		All Employees Tous les calariés			Aboriginal Peoples Autochtones	~	Pers	Persons with Disabilities Personnes handicapees	2.5	Membe	Members of Visible Minorities Membres des minorites visibles	rities
SALARY RANGES ÉCHELLES DE RÉMUNÉRATION	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Gol 6	Col 7	(of 8	. Col 9	Col 10	Col 11	Col 12
Under \$2,500 Moins de \$2,500	1	0	1	0	0	0	0	0	0	0	0	0
\$2,500 - \$4,999	0	0	0	0	0	0	0	0	0	0	0	0
\$5,000 - \$7,499	3	2	1	0.	0	0	0	. 0	0	0	0	0
\$7,500 - \$9,999	2	1	1	0	0	0	0	0	0	0	0	0
\$10,000 - \$12,499	5	3	2	1	0	1	0	0	0	0	0	0
\$12,500 - \$14,999	4	3	1	0	0	0	0	0	0	0	0	0
\$15,000 - \$17,499	2	0	2	0	0	0	0.	0	0	0	0	0
\$17,500 - \$19,999	2	2	0	0	0	0	0	0	0	0	0	0
\$20,000 - \$24,999	2	0	2	0	0	0	0	0	0	0	0	0
\$25,000 - \$29,999	1	1	0	0	0	.0	1	1	0	0	0	0
\$30,000 - \$39,999	2	0	2	0	0	0	0	0	0	0	0	.0
\$40,000 - \$49,999	0	0	0	0	0	0	0	0	0	0	0	0
\$50,000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	24	12	12	1	0	1		1	0	0	0	0

EMP 3849 (9-86)

Use separate Parts for permanent full-time and temporary employees

\* Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Form A Part A Fortie A

481 Telecommunications Broadcaster

Industrial Sector: Branche d'activite

British Columbia Television Broadcasting System Ltd.

NOTE: See instructions
NOTA: Voir instructions
Name of Business:
Nom de l'entreprise:

Employment and Immigration Canada Employel Immigration Canada

## PERMANENT FULL-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Location-Endroit R	National (Canada) National (Canada)		Provinc	Province / Territory (specify) Province / territoire (préciser)	er)				Reporting Period: Période de rapport.	oort: 19 89		
		All Employees Tous les salariés			Aboriginal Peoples Autochtones	\$	Per	Persons with Disabilities Personnes handicapées	ties	Memt Memb	Members of Visible Minorities Membres des minorites visibles	orities
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	6 (0)	Col 10	(of 11	Col 12
Upper-level managers Cadres superreurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermediaires et autres cadres	0	0	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	7	9	1	0	0	0	0	0	0	1	0	1
Supervisors	1	0 .	1	0	0	0	0	0	0	0	0	0
Foremen/women Contremaitres	1	1	0	0	0	0	0	0	0	0	0	0
Clercal workers Employés de bureau	80	2	9	0	0	. 0	0	0	0	0	0	0
Sales workers Employes du secteur de la vente	2	2	0	0	0	0	0	0	0	0	0	0
Service workers Employes du secteur des services	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers Travailleurs qualifies et artisans	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels specialises	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	19	11	8	0	0	0	0	0	0	1	0	1

Use separate Parts for permanent part time and temporary employees
Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires

EMP 3870 (9 86)

Emplor et Immigration Canada Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Part B

Form

481 Telecommunications Broadcaster

Industrial Sector. Branche d'activité

British Columbia Television Broadcasting System Ltd.

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:

Women Col 12 Members of Visible Minorities
Membres des minorites visibles Men Col 11 Total Number Nombre total Col 10 Reporting Period: Periode de rapport Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Col 7 Women Col 6 Aboriginal Peoples Autochtones Men Col 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col 4 Women All Employees Tous les salariés Men Hommes Col 2 Total Number Nombre total National (Canada) National (Canada) Col 1 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Ladres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels et technicians Skilled crafts and trades workers Travailleurs qualifies et artisans mployes du secteur des services Semi-skilled manual workers Travailleurs manuels specialisés Sales workers Employés du secteur de la vente Autres travailleurs manuels Middle or other managers Upper-level managers Cadres superieurs Other manual workers clencal workers triployès de bureau toremen/women I ucation-Endroit Service workers Professionals Professionnels Contremaitres Surveillants

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salaries temporaires .

1 MF 3890 (9-86)

**Sanadä** 

5 Parte A Form

# PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Women Col 12 Membres des minorités visibles Members of Visible Minorities Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus fles salariés promus au cours de l'année doivent être inscrits seulement dans la categorie professionnelle a laquelle ou a l'interieur de laquelle ils ont été promus en dernier) Men Col 11 481 Telecommunications Broadcaster Reporting Period: Periode de rapport: Total Number Nombre total 01 10 Women 6 100 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Industrial Sector: Branche d'activité Col. 7 Women Gol 6 Aboriginal Peoples Autochtones Men Col 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col 4 British Columbia Television Broadcasting System Ltd. Women Col. 3 S C \_ All Employees Tous les salariés Men Hommes Col 2 Total Number Nombre total National (Canada) National (Canada) Col. 1 œ \_ -TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS W Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et techniciens Employés du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels spécialisés Employés du secteur de la vente Travailleurs qualifiés et artisans Autres travailleurs manuels Other manual workers NOTE: See instructions NOTA: Voir instructions Upper-level managers Cadres superieurs Clerical workers Employés de bureau Nom de l'entreprise Name of Business: Foremen/women Service workers Location-Endroit Contremaitres Sales workers Professionnels Professionals Supervisors

**Janada** 

Emploi et Immigration Canada Employment and Immigration Canada

## PERMANENT PART-TIME EMPLOYEES PROMOTED\*

Part B Partie B Form Formulaire

481 Telecommunications Broadcaster

AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL. Industrial Sector Branche d'activité

British Columbia Television Broadcasting System Ltd.

NOTE: See instructions NOTA: Voir instructions

Nom de l'entreprise Name of Business:

femmes Women Col 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus (les salaries promus au cours de l'année doivent être inscrits seulement dans la categorie professionnelle à laquelle ou à l'intérieur de laquelle its ont été promus en dernier) Hommes Col 11 Men Reporting Period: Période de rapport: Total Number Nombre total Col 10 Women 6 100 Persons with Disabilities Personnes handicapées Hommes Col 8 Men Total Number Nombre total Col 7 Women Gol 6 C Aboriginal Peoples Autochtones Hommes Col. 5 Men Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col. 3 C All Employees Tous les salariés Men Col. 2 Total Number Nombre total National (Canada) National (Canada) Col c c TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS  $\boxtimes$ Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialisés Travailleurs qualifiés et artisans Employes du secteur de la vente Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Clencal workers Employés de bureau Foremen/women Contremaitres Location-Endroit Service workers Professionals Professionnels Sales workers Supervisors

(98-5) (88) (3-90)

Use separate Parts for permanent full-time and temporary employees. Utiliser les autres parties pour les salariés permainents à temps plein et les salariès temporaires

Canada

NOTE: See instructions NOTA: Voir instructions

Location-Endroit

Form Formulaire 6 Partie A

Employment and Immigration Canada Employet Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

481 Telecommunications Broadcaster Reporting Period: Période de rapport: Industrial Sector: Branche d'activité: Province / Territory (specify)
Province / territoire (préciser) British Columbia Television Broadcasting System Ltd. National (Canada) National (Canada) 8 Name of Business: Nom de l'entreprise:

1989

		All Employees			Aboriginal Peoples	S	Per	Persons with Disabilities Personnes handicapees	ies	Membr	Members of Visible Minorities Membres des minorités visibles	orities
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col 2	Col 3	Col 4	Col S	Col 6	Col 7	Col 8	6 lo	Col 10	Col 11	Col 12
Upper-level managers Cadres superieurs	1	1	0	0	0	0	0	0	0	0	0	. 0
Middle or other managers Cadres intermediaires et autres cadres	3	2	1	0	0	0	0	0	0	1	1	0
Professionals Professionnels	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians Semi-professionnels et techniciens	16	12	4	0	0	0	0	0	0	0	0	0
Supervisors	3	2	1	0	0	0	0	0	0	0	0	0
Furemen/women Confremaitres	2	2	0	0	0	0	0	0	0	0	0	0
Clerical workers Employes de bureau	7	1	9	0	0	0	0	0	0	0	0	0
Sales workers Employes du secteur de la vente	3	3	0	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services	1	1	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers Travailleurs qualifies et artisans	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels specialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	1	1	0	0	. 0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED MOMBRE TOTAL DE CESSATIONS DE FONCTIONS	37	25	12	0	0	0	. 0	0	0	1	1	0

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salaries permanents à temps partief et les salaries temporaires

Emplo

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Industrial Sector: Branche d'activité

British Columbia Television Broadcasting System Ltd.

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:

Part B Partie B

Form Formulaire 6

481 Telecommunications Broadcaster

femmes Col 12 Women Members of Visible Minorities Membres des minorites visibles Hommes Col 11 Men Total Number Nombre total 19 89 Col 10 Reporting Period: Période de rapport Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total ò Women Col 6 Aboriginal Peoples Autochtones Men Col. 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 Women COl 3 -All Employees Tous les salariés Men Col. 2 m ~ \_ Total Number Nombre total National (Canada) National (Canada) Col. 1 -Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF EMPLOYEES TERRAINATED MOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels of technicians Skilled crafts and trades workers Travailleurs qualifiés et artisans imployes du secteur des services Semi-skilled manual workers Travailleurs manuels spécialisés f mployes du secteur de la vente Autres travailleurs manuels Upper-level managers Cadres superieurs Other manual workers Clerical workers Employés de bureau ocation-Endroit Loremen/women Service workers Confremantres Professionnels Sales workers Professionals Supervisors

Use separate Parts for permanent full time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps piein et les salariés temporaires

IMP 3889 (9-86)

OCCUPATIONAL GROUPS: PERMANNEYT FULL-THME EMPLOYEES\* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLENº

form 2 Parts, Page 1

1989 Reporting Period. Période de cappent. 481 Telecommunication Broadcaster Industrial Sector: Brancho d'activité: British Columbia Television Broadcasting System Ltd. NOTE: See instructions NOTA: Voir instructions Name of Business: stom de l'entreprise:

Location-Endroll	- Besteral County	33	3	Promoce/To	Promoce / Territory (specify) Promoce / Serviciae (préciser)	- 1	British Columbia		2	Designated CMA (specify) Madif designes (précised)	Commo			
							bongmal People	-	Perso	Persons with Disabelies	ities	Membe	Members of Veible Minorities Members des minorites vielbles	oribes
	Top and bottom			Taxable Laborator			Autochtones			STATE OF THE PARTY OF			1 the	Momen
Occupational Groups Catégories professionnelles		See Co	Total Number	I Men	Women	Total Number Nombre total	Men	Women	Total Number Mombre total	Hommes	Nomen femmes	Mombre fotal	Homesa	femmes
								1000	Colff	(0)	Col 10	Col. 11	Cal 12	Col 13
	Col. 1		Col. 2	Cod 3	Col 4	Ç PO	000	180						
	70,000	7	1	1										
Upper- level managers	and over	_	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0										1	
Codres superveus	70,000	~ -	S	ın					-	-		1		
	2000		-	1										
sauddle or other managers	20,000	~		-								1		
Cadres intermediaires et	40.000	~	6	00	1						1	-	-	
autres cadres	44.999	-	8	-	-									
	70.000	-	1	1										
Professionals	and over	~										1	7	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Professionnelli	40,000	~	•	~										
	44.999	-			1									
Somi-professionals and	70,000	•	1	1										
pachaidens	And over	~												-
Section 2	25,000	~	14.2	12.2	20				-	-		DT .		
	27.493	1.		-								0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		
Supervisors	59.999	~												
Survellants	30,000	~	1		1									
	34,999	-												
	70,0000	4	7	~					7	1				0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Faramentecomen	and over	_	5	~									-	
Centremedias	45,000	~	2	2					1	-				
	49,999	-	8	,				1 refers	1 refers to the lowest salary		refers to the his	quarter; 4 refers to the highest salary quarter	e che mane le plus éferé	a dleve

ments à temps partiel et les salantés temporaires

Last. 3071 @-860

I refers to the lowest sulesy quarter; 4 refers to the highest salary quarter?
 I représente les salaires du quart le moins élevé; 4 représente les salaires de quart le plus élevé



			_	Empl	oyment and	Employment and Immigration Canada		oloi et Immigr	Emploi et Immigration Canada			Form	7 Part A.	A. Page 2
NOTE See instructions NOTA, Voir instructions										11	300	Formula	l sible	orities
	Top and bottom of salary range			All Employees Fous les salariés		4	Aboriginal Peoples Autochtones		Perso	Personnes handicapées	ies	Membres	Membres des minorites visibles	risibles
Occupational Groups Categories professionnelles	Maximum et minimum de l'échelle de	Quarter	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Vomen
	rémunération Col 1		Col 2	Col 3	Col 4	Col S	Col 6	Col 7	(0 8	6 (0)	Col 10	Col 11	Col 12	Col 13
	45,000	4	4	1	3							1	:	
Clerical workers	49,999	m	14	2	12	1								
Employes de bureau	15,000	2	16	2 -	14				: .					
	70,000	-												
and documents	0000	7 0	1			:								
Employes du secteur de la	An non	1 1	2	1	. ~									
vente	44,999	, ,	2	2	:									
		4					:		:					
Service workers		6								:				
Employes du secteur des services		7											-	
		-												
Skilled crafts and trades	55,000	٠,												
workers Travalleurs qualifies et	35,000	7				:								
artisans	39,999	,	1	1										
	30,000	4	1	1		-				:				
Semi-skilled manual workers	34,999	m												
specialisés		٦	:											
		4	-											
Other manual workers		m						_						
Autres travailleurs manuels		7	:	:										
SHAO INTERNATIONAL PROPERTY OF THE PROPERTY OF	OC CAABI OVEES	-							5	4	1	15	11	4
NOMBRE TOTAL DE SALARIÉS	DE SALARIÉS		243	181	62									

EMP 3871 (9-86) P.2

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter
 Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve



NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise:

Location-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

2 Part B. Page Formulaire

1989

Reporting Period: Période de rapport 481 Telecommunication Broadcaster Designated CMA (specify) RMR désignée (préciser) OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\* Industrial Sector Branche d'activité: British Columbia Television Broadcasting System Ltd.

Women Col 13 Members of Visible Minorities Membres des minorites visibles Homines Col 12 Men Total Number Nombre total 00 11 Col 10 · Women Persons with Disabilities Personnes handicapees Hommes 6 10) Men Total Number Nombre total Col 8 Women Col 7 Aboriginal Peoples Autochtones Men Hommes BRITISH COLUMBIA Gol 6 Total Number Nombre total Col S Province / Territory (specify)
Province / territoire (preciser) Women Col 4 3 All Employees Fous les salariés Men Hommes Col 3 7 Total Number Mombre total 8 Col 2 Quarter National (Canada) National (Canada) Top and bottom of salary range Maximum et minmum de l'échelle de rémunération 7,500 666'6 34,999 30,000 Col 1 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et Semi-professionals and Semi-professionnels et Upper-level managers Cadres superreurs Foremen/women Confremaitres Professionnels autres cadres Professionals Supervisors technicians techniciens

Use separate Parts for permanent full-time and temporary employees. Utiliser les aurres parties pour les salariés permanents à temps plein et les salaries temporaires

1 MP 3886 (9:86) P

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter! Treprésente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé



	Top and bottom			All Employees		Ab	Aboriginal Peoples	S	Perso	Persons with Disabilities	ities	Member	Members of Visible Minorities	orities
Occupational Groups Catégories professionnelles		Ouarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
		Quart		Hommes	femmes	Nombre total	Hommes	femmes	Nombre total	Hommes	femmes	Nombre total	Hommes	femmes
	Cot 1		Col 2	Col 3	Col 4	Col 5	9 (0)	Col 7	8 (0)	( ol 9	Col 10	(1)	Col 12	Col 13
	22,500	4	2		2									
Clerical workers	24,999	~												
Employes de bureau	0	7	2	•	2	-		, pred						
	2,499	-	2		2			:						
		4												
Sales Workers Employes du secteur de la		m			-									
vente		7		1										
		-												
	30,000	4	1		-									
familiones du secteur des	34,999	m:												
services	2,000	7		:										
	7,499	-	4	4										
Skilled crafts and trades	17,500	4	1	-										
workers	19,999	۳												
travailleurs quaitites et		~												
21122112		-												
		4												
Semi-skilled manual workers		m												
specialises		7												
		-												
		4	-											
Autres travailleurs manuels		e											_	
		-												
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		24	12	12	-			-	-				
TOTAL STREET	Dr salantes									•				

1 MP 1886 (9:86) F J

•• I refers to the lowest salary quarter, 4 refers to the highest salary quarter/ I represente les salarres du quart le moins eleve, 4 represente les salarres du quart le plus eleve

Canadä

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Part A Partie A

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Formulane

481 Telecommunication Broadcaster

Industrial Sector Branche d'activité :

British Columbia Television Broadcasting System Ltd.

NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise:

Women Col 12 -Members of Visible Minorities Membres des minorites visibles Men Col 11 68 61 Total Number Nombre total Col 10 Reporting Period Periode de rapport. Women 6 100 \_ \_ Personnes handicapées Men Col 8 Total Number Nombre total C 100 British Columbia \_ Women Gol 6 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify) Province / territoire (preciser) Col 5 Total Number Nombre total Col 4 C E Women Col 3 \_ \_ All Employees Tous les salariés Men Col. 2 National (Canada) National (Canada) Total Number Nombre total Col TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS \$70,000 et plus \$50,000 - \$69,999 SALARY RANGES ÉCHELLES DE RÉMUNERATION \$22,500 - \$24,999 \$25,000 - \$27,499 \$27,500 - \$29,999 \$30,000 - \$34,999 \$35,000 - \$39,999 \$40,000 - \$49,999 \$17,500 - \$19,999 \$20,000 - \$22,499 \$10,000 - \$14,999 \$15,000 - \$17,499 Under Moins de \$10.000 Location-Endroit

LMP 3848 (9-86)

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps partiel et les salaries temporaires

Emploret Immigration Canada Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

3 Parts Form formulaire

Feminies Col 12 Women Members of Visible Minorities Membres des minorites visibles Hommes Telecommunications Broadcaster (0) 11 Men 19 89 Total Number Nombre total Reporting Period Période de rapport Col 10 Women 6 100 Personnes Math Disabilities Personnes handicapees Men Col B \_ Industrial Sector Branche d'activité Total Number Nombre total ( 10 ) British Columbia Women Col 6 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify) Province / territoire (preciser) Col 5 British Columbia Television BraoDCASTING System Ltd Total Number Nombre total Col 4 -Women Col 3 \_ ~ All Employees Tous les salariés Men Hommes Col 2 National (Canada) National (Canada) Total Number Nombre total Col m ~ TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS \$50,000 and over SALARY RANGES ÉCHELLES DE RÉMUNÉRATION \$12,500 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$25,000 - \$29,999 \$40,000 - \$49,999 \$10,000 - \$12,499 \$20,000 - \$24,999 \$30,000 - \$39,999 Under Moins de \$2,500 \$5,000 - \$7,499 NOTE: See instructions NOTA: Voir instructions \$2,500 - \$4,999 \$7,500 - \$9,999 Name of Business: Nom de l'entreprise. Location-Endroif

EMP 3849 (9-86)

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

PERMANENT FULL-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Formulaire 4 Partie A

Industrial Sector: Branche d'activité: 481 Telecommunications Broadcaster 1989 Reporting Period: Période de rapport Province/Territory (specify) British Columbia Province/Territore (préciser) British Columbia Television Broadcasting System Ltd. National (Canada) NOTE. See instructions NOTA. Voir instructions Name of Business: Nom de l'entreprise: Location-Endroit

					a Louis I Doonler		Pers	Persons with Disabilities	es	Memb	Members of Visible Minorities	orities
		All Employees			Autochtones		Pers	Personnes handicapees	es	Membr	Membres des minorites visibles	visibles
Occupational Groups	Total Number	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Vomen
	Nombre total	nomines			Call	Col 6	Col 7	Col 8	6 (0)	Col 10	Col 11	Col 12
	Col. 1	Col. 2	Col 3	4 101	6003						•	
Lipper-level managers Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	9	5	1	0	0	0	0	0	0	1	0	1
Supervisors	-	0	-	0	0	0	0	0	0	0	0	0
Surveillants Furemen/women	-	-	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	,	9	0	0	0	0	0	0	0	0	0
Employes de bureau Sales workers	0 0	, ,		C	0	0	0	0	0	0	0	0
Employes du secteur de la vente	7	7				0	0	0	0	0	0	0
Service workers Employes du secteur des services	0	0	0									-
Skilled crafts and trades workers Travailleurs qualifiés et artisans	0	.0	0	0	0	0	0	0	0	0		
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	18	10	80	0	0	0	0	0	0	1	0	-
MOMBRE TOTAL DE RECRUTEMENTS		out wood and	but and time and	2. C.	es							-
1	USe separate re	TO DELINATED TO STUDE	200									100

Use separate Parts for permanent part-time and temporary employees

Use separate Parts four les salariés permanents à temps partiel et les salariés temporarres

Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporarres

1 MP 3870 (9:86)

British Columbia Television Broadcasting System Ltd.

NOTE: See instructions NOTA: Voir instructions NOTA: Voir instructions Nome of Business:

Employment and Immigration Canada Emploi et Immigration Canada

Form Formulaire 4 Partie 8

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Industrial Sector:
Branche d'activité 481 Telecommunications Broadcaster

Likation Endroit	National (Canada) National (Canada)		Province Province	Province / Territory (specify) Province / territoire (préciser)		British Columbia		-	Reporting Period. Période de rapport	oort 1989		
		All Employees Tous les salariés			Aboriginal Peoples Autochtones	es .	Pers	Persons with Disabilities Personnes handicapees	es es	Memb	Members of Visible Minorities Membres des minorites visibles	onties
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	(ol 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres superieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers Ladres intermediaires et autres cadres	0	0	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels	0	0	0	0	0	0	0	0	0	0	0	. 0
Semi-professionals and technicians Semi-professionnels et techniciens	4	1	Э	0	0	0	0	0	0	0	0	0
Surveillants	0	0	0	0	0	0	0	0	0	0	, 0	0
Loremenhyomen	0	0	0	0	0	0	0	0	0	0	0	0
clerical workers timployes de bureau	8	1	7	1	0	1	0	0	0	0	0	. 0
Sales workers finployes du secteur de la vente	0	0	0	0	0	0	0	0	0	0	0	0
Service workers I mployés du secteur des services	е.	Э	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers Travailleurs qualifies et artisans	i I	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels spécialises	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	16	9	10	1	0	1	0	0	0	. 0	0	0

Use separate Parts for permanent full-time and temporary employees

• Utiliser les autres parties pour les salariés permanents à temps plein et les salaries temporaires

1 MF 3890 (9-86)

PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Part A Partie A S Form

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise.

Location-Endroit

National (Canada) National (Canada) 

British Columbia Television Broadcasting System Ltd

Ċ

Province / Territory (specify) Province / territoire (préciser)

British Columbia

Industrial Sector: Branche d'activité

481 Telecommunication Broadcaster Reporting Period: Période de rapport.

*femmes* Women Col 12 Members of Visible Minorities
Membres des minorités visibles C C Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaxies promus (les salaxies promus au cours de l'année doivent être inscrits seulement dans la categore professionnelle a laquelle ou a l'interieur de laquelle ils ont eté promus en dernier) Men Total Number Nombre total Col 10 Women Col 9 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Col 7 C Women g loo Aboriginal Peoples Autochtones Men Col S Total Number Nombre total Col 4 Women Col 3 All Employees Tous les salariés Men Col 2 Total Number Nombre total Col œ TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians semi-professionnels et techniciens Employés du secteur des services Skilled crafts and trades workers Travailleurs manuels specialises Employés du secteur de la vente Travailleurs qualifies et artisans Semi-skilled manual workers Autres travailleurs manuels Middle or other managers Other manual workers Upper-level managers Employes de bureau Cadres superieurs Foremen/women lerical workers Service workers Professionnels Professionnels Contremaifres Sales workers Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaries

NOTE: See instructions NOTA Voir instructions

Employment and Immigration Canada Emploret Immigration Canada

# PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL

Form Formulaire 5 Partie 8

Women Col. 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus and cours de lannée doivent être inscrits seulement dans la categorie professionnelle a laquelle ou à l'intérieur de laquelle ils ont été promus en dernier) 19 89 Hommes Men Col 11 Reporting Period: Période de rapport 481 Telecommunications Broadcaster Total Number Nombre total Col 10 Women Col. 9 C Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activité: British Columbia Women Gol 6 C Aboriginal Peoples Autochtones Men Hommes Col 5 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total British Columbia Television Broadcasting System Ltd. Col. 4 Women Col. 3 All Employees Tous les salariés Men Col. 2 Total Number Nombre total National (Canada) National (Canada) Col C TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionnels of technicians Employes du secteur des services Skilled crafts and trades workers Sales workers Employés du secteur de la vente Semi-skilled manual workers Travailleurs manuels spécialisés Travailleurs qualifies et artisans Other manual workers Autres travailleurs manuels Middle or other managers Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: Employés de bureau Location-Endroit foremen/women Clerical workers Service workers Contremaitres Professionnels Professionals Supervisors

MP 3863 (9-86)

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salaries temporaires \*

Name of Business: Nom de fentreprise: British Columbia Television Broadcasting System Ltd.

NOTE: See instructions NOTA: Voir instructions

Employme: and Immigration Canada Emploi et Immigration Canada

Form formulaire 6 Part A

PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

481 Telecommunications Broadcaster Industrial Sector: Branche d'activité:

1989

Reporting Period: Periode de rapport:

British Columbia

Province / Territory (specify)
Province / territoire (preciser)

National (Canada) National (Canada)

Location-Endroit

		Ali Employees Tous les salariés			Aboriginal Peoples Autochtones		Per	Persons with Disabilities Personnes handicapées	ires	Memb	Members of Visible Minorities Membres des minorités visibles	iorities visibles
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col 2	Col. 3	Col. 4	Col 5	Col 6	Col. 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermediaires et autres cadres	3	2	1	0	0	0	0	0	0	1	1	0
Professionals Professionnels	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians Semi-professionnels et techniciens	15	11	4	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	3	2	1	0	0	0	0	0	0	0	0	0
Furemen/women Contremaitres	2	2	0	0	0	0	0	0	0	0	0	0
Clencal workers Employés de bureau	7	1	9	0	0	0	0	0	0	0	0	0
Sales workers Employés du secteur de la vente	3	3	0	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services	1	1	0	. 0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers Travailleurs qualifies et artisans	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels specialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL MUMBER OF EMPLOYEES TERMINATED NOMBER TOTAL DE CESSATIONS DE FONCTONS	36	24	12	0	0	0	0	0	0	1	1	0
							-					

( MP 3672 (9:86)

Use separate Parts for permanent part time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

PERMANENT PART-TIME EMPLOYEES TERMINATED\*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL \*

British Columbia Television Broadcasting System Ltd.

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:

Location-Endroit

Part B Partie B

Form Formulaire

Industrial Sector: Branche d'activité. 481 Telecommunications Broadcaster

Women 21 103 Members of Visible Minorities Membres des minorités visibles Men Col 11 Total Number Nombre total Col 10 Reporting Period: Période de rapport. Women Col 9 Personnes with Disabilities Personnes handicapées Men Col 8 c Total Number Nombre total Col 7 British Columbia Women Col 6 Aboriginal Peoples Autochtones Men Col. S Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col. 3 All Employees Tous les salariés Men Col. 2 Total Number Nombre total National (Canada) National (Canada) Col. 1 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL WUMBER OF TRAPLOYEES TRAMMATED WOMING TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et techniciens Service workers Imployes du secteur des services Sales workers i mployés du secteur de la vente Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialisés I ravailleurs qualifiés et artisans Autres travailleurs manuels Upper-level managers Cadres supérieurs Other manual workers mployés de bureau петельтомотел lerical workers Confremantres Professionnels Professionals Supervisors

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires \*

Canadä

(30-5) 689 ( JW )

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Page 1

481 Telecommunication Broadcaster

Industrial Sector: Branche d'activité

British Columbia Television Broadcasting System Ltd.

NOTE: See instructions NOTA: Vair instructions

Name of Business: Nom de l'entreprise

Province / Territory (specify)
Province / territoire (préciser)

National (Canada) National (Canada)

Location-Endroit

Designated CMA (specify)
RMR désignée (préciser)

Persons with Disabilities Personnes handicapées

Men Hommes

Total Number Nombre total

Women Col 7

Total Number Nombre total Col S

Women Col 4

Total Number Mombre total

Querte

:

Top and bottom of salary range Maximum et minimum de l'échelle de rémunération

Occupational Groups Catégories professionnelles

~ |O

Aboriginal People: Autochtones Men Gol 6

All Employees Tous les salariés Men CO

Col 8

Women

Col 9

Col 10

Men Col 12

Total Number Nombre total

Col. 11

Col 13

Members of Visible Minorities Membres des minorités visibles

Vancouver

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27,499 55,000

0000'04 and over

45,000

Foremen/women Contremaitres

49,999

.

time 2011 (8-86)

30,000

59,999 34,999

Supervisors

and over

technicians Semi-professionnels et

**lechniciens** 

Semi-professionals and

25,000

70,000

and over

Professionals Professionnels

40,000

m

and over

Middle or other managers Cadres intermédiaires et autres cadres

40,000

14.999 70,000

70,000

and over

Upper- level managers Cadres supérieurs

70,000 Col. 1

70,000

:

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

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Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions NOTA: Voir instructions						בייףטאָזיינייו מינט וווווווויוּעַימונטו כמומכמ בויףטיט כו ווווווישן מונטו כמומכמ	anaga Cin	5				Form	laire 2 Partie A.	tA, Page 2
Occupantion of the second	Top and bottom of salary range	:	,	All Employees Tous les salariés		Ab	Aboriginal Peoples Autochtones	3	Perso Perso	Persons with Disabilities Personnes handicapées	ties ées	Member	Members of Visible Minorities Wembres des minorites visibles	iorities
Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	22,500	47 10	2		2		:			:				
Employes de bureau	2, 499	2 -	20		22	7		1						
Sales workers		4 W				:	:							
Employes du secteur de la vente		~ -												
Service workers	30,000	4 m	1		1		:							
Employes du secteur des services	5,000	2	4	4										
Skilled crafts and trades	17,500	4 "	1	1			:							
Travailleurs qualifies et artisans	12/222	2 -												
Semi-skilled manual workers		4 W										:		
Travailleurs manuels spécialisés		7 -												
Other manual workers		4. w							- - -				:	
Autres travailleurs manuels		2 -												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	F EMPLOYEES DE SALARIÉS		24	12	12	1		1	1	1				

(MP 3871 (9:86) P 2

. I refers to the lowest salary quarter, d refers to the highest salary quarter! I represente les salarres du quart le moins eleve, d represente les salarres du quart le plus eleve

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form Part B. Page 1

Cot 13

Women Members of Visible Minorities Membres des minorites visibles Reporting Period: Période de rapport Vancouver 481 Telecommunication Broadcaster Designated CMA (specify) RMR désignée (préciser) Persons with Disabilities Personnes handicapees × Industrial Sector: Branche d'activité Aboriginal Peoples Autochtones British Columbia Television Broadcasting System Ltd. Province / Territory (specify)
Province / territoire (preciser) All Employees Tous les salariés National (Canada) National (Canada) Occupational Groups Catégories professionnelles NOTE: See instructions NOTA: Vair instructions Name of Business: Nom de l'entreprise Location-Endroit

Men Col 12 Total Number Nombre total Col 13 Women Col 10 Men Hommes Col 9 Total Number Nombre total Col 8 Women Col 7 Hommes Col 6 Total Number Nombre total Col 5 Women Col 4 7 Men Hommes Col 3 Total Number Nombre total Col. 2 4 9 Quart Top and bottom of salary range Maximum et minimum de l'échelle de rémunération 7,500 34,999 00 1 30,000 Middle or other managers Cadres intermédiaires et Upper-level managers Cadres supérieurs Semi-professionals and Semi-professionnels et

Professionals Professionnels

technicians. techniciens

santres cadres

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Foremen/women Contremaitres

Supervisors

1 MP 1886 (9:86) P

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/ 1 represente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus éleve

Canada

NOTE: See instructions NOTA: Voir instructions												Form	Part B.	B. Page 2
Occupational Groups	Top and bottom of salary range Maximum et	:		All Employees Fous les salariés		AŁ	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapées	ties	Member	Members of Visible Minorities Membres des minorites visibles	orities
Catégories professionnelles	Techelle de remunération	Quarter	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Numbre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	(0) 6	Col 7	Col 8	6 (0)	Col 10	Col 11	Col 12	Col 13
	45,000	4	4	1	3									
Clerical workers	49,999	m	14	2	12									_
need on calculati	15,000	7	16	2	14							4		<b>-</b>
	17,499	-	5	1	4	:	:					-		
	70,000	4	1	1										
Sales workers	and over	. m	-	-										
vente	40,000	~	2	7	1		_							
	44,999		2	7	1.									
		9												
Service workers		~			:				:				-	
Employes du secteur des		` ^			:					:				
services		-			:									
Skilled crafts and trades	55,000	4	1	1										
workers	59,999	m	-	. <del></del>	:							-		
articans	35,000	~			:									
	39,999	-	1	1						:				
Semi-skilled manual workers	30,000	4	1	7	:									
Travailleurs manuels	25,77	77 /			:									
specialises		· -			:					:				
Other manual workers		4				1 1								
Autres travailleurs manuels		~	-				:					_		
		7					-			:	:			
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	F EMPLOYEES DE SALARIÉS		241	179	62				5	4	-	15	=	
									,		4	77	11	*

1 NIV 1886 (9:86) F-7

• • Trefers to the lowest salary quarter. 4 refers to the highest salary quarter/ Treprésente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve





9015

CA,1 M -E52

### **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

## LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



BURLINGTON NORTHERN RAILROAD

9015

Canad'ä

<sup>a</sup> Minister of Supply and Services Canada 1990 <sup>b</sup> Ministre des Approvisionnements et Services Canada 1990

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Ottawa, Canada K1A 0S9 Ottawa (Canada) K1A 0S9

COMMON OR BUSINESS NAME BURLINGTON NORTHERN RAILROAD	BUSINESS MAILING ADDRESS 777 MAIN STREET 3000 CONT PL. FORT WORTH, TEXAS 76101	ER OF EMPLOYER NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY .  MICHAEL J MACKNER	POSITION TITLE AREA CODE TELEPHONE NUMBER  R DIRECTOR EMPLOYEE RELATIONS 817   878 - 3012	TED CMAS PROVINCES/TERRITO	O N.S.	HALIFAX 0 N.B. HAB. HONTREAL 0 B.C. 11	HO. OF EACH AREA) TORONTO O ALTA. 3	O N.W.T.	FUDUTIONE FAMILOYEES EMPLOYEES IN CANADA 118	, (Name) Gerald Grinstein , HEREBY CERTIFY ON BEHALF OF (Name of Employer) Burlington Northern Railroad , THAT THE HEREBY CERTICAL CONTAINED IN FORMS 1 TO 6 OF THIS REDORT IS TRUE AND ACCURATE IN : 52NF-03AFE :	SEAL	SIGNATURE
FULL LEGAL NAME BURLINGTON NORTHERN RAILROAD	ADDRESS OF PRINCIPAL PLACE OF BUSINESS 777 MAIN STREET 3000 CONT PL. FORT WORTH, TEXAS 76101	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER GERALD GRIMSTEIN	POSITION TITLE PRESIDENT & CHIEF EXEC OFFICER	INDUSTRIAL SECTOR 1 RAILWAY TRANSPORT & RELATED	INDUSTRIAL SECTOR 2	INDUSTRIAL SECTOR 3	INDUSTRIAL SECTOR 4	NUMBER OF NUMBER OF PERMANENT PERMANENT	EMPLOYEES EMPLOYEES	1, (Name) Gerald Grinstein , HERE (Name of Employer) Burlington Northern Rail INFORMATION CONTAINED IN FORMS 1 TO & OF HIS REPORT ILEVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.		DATE 7 2 90
I NAME OF EMPLOYER	N ADDRESS	C OFFICERS	·		R INDUSTRIAL F	R SECTOR(S)			CATEGORIES		OF C	

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Page 1

Part A

Name of Business:	1 BURLING	10	N NORTHE	RN	BURLINGTON NORTHERN   Industrial Sector:	Sector:		RAILWAY	TRANSPORT	& RELAT	Reportin	453 RAILWAY TRANSPORT & RELAT Reporting Period:	1990	0
Location: X	X National (Canada)	da)	1	ovince	Province/Territory	Α.				Designated CMA	ted CMA		) 	; ; ;
OCCUPATIONAL		0:	ALL	All Employees	ses	Abor	Aboriginal Peoples	seldoe	40	Persons with Disabilities	ith ies	Visible	Members of Visible Minorities	f ties
GROUPS	salary range A		Total	Men	Women	Total	Hen	Women	Total	Men	Vomen	Total	Men	Women
	Col 1	-	Col 2	Col 3	t loo	Col 5	col 6	Col 7	Col 8	6 loo	Cot 10	Cot 11	Col 12 Col 13	Col 13
	7	4/2							i					
managers	11/2													
Middle or other	7 00007	11 3 14		1										
managers	66677		-		1									
Professionals														
		1215												
Comingrationale		J												
and technicians	_													
Supervisors 25000			-		-									
		121												
00009		7	2	2	2   2									
Foremen/women		203												
	00007	1-	7	7										

Page 2

Name of Business:	1 BURLING	BURLINGTON NORTHERN   Industrial Sector:	RN	dustrial	Sector:	453 RI	AILWAY T	453 RAILWAY TRAMSPORT & RELATReporting Period:	& RELATE	Reporting	g Period:	1990	C
Location: X	X National (Canada)	6 5 6 6	ovince/	Province/Territory					Designated CMA	ted CMA			
OCCUPATIONAL	Top and	- VI	All Employees	S	Abori	Aboriginal Peoples	sobles	9 0	Persons with Disabilities	th	Visibl	Members of Visible Minorities	of ities
GROUPS	salary range A	A Total	Men	Women	Total	#en	Women	Total	Men	Women	Total	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	col 6	Col 7	Col 8	6 loo	Col 10	Col 11	Col 12	Col 13
14 14 14 15 16 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18	1 50000		2										
Clerical workers	24999	3 3	3										
	10000	2 15	13	2							-		-
6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	12499		2	8 5 3						1			-
	-			-									
Sales workers	54999	3											
	00	1											
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Service morkers	30000	7 2	-										
	0	2											
11 11 11 11 11 11 11 11 11 11 11 11 11	0		10 10 10 10 11 11	14 14 14 14 14 14 14 14 14 15 16 16 16 16 16 16 16 16 16 16 16 16 16	10 10 10 10 10 10 10 10 10 10 10 10 10 1	11 11 11 11 11 11	10 10 10 10 10 10	51 51 51 51 51 51 51 51 51 51 51 51 51 5	- 11	81 81 81 81 81 81 81			## ## ## ##
	45000		5										
Skilled crafts and	66667		=								-	-	
trades workers			2										
60 61 61 61 61 61 61 61 61 61 61 61 61 61	35000		15	16   15   1	16 16 16 16 16 16 16 16 16 16		16 16 16 16 16 16	11	11	11 11 11 11 11 11 11 11	61		61 11 11 11 11 11
Semi-skilled	39999	3 19	19								-	-	
manual workers	2499	7 1	7										
19 14 16 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18	35000		2	2   2			H H H H H H	11 11 11 11 11 11 11 11 11 11 11 11 11		11	11		
Other manual	39999	3	-										
Workers	20000	2 10	10										
	55499		2										
TOTAL NUMBER OF EMPLOYEES	LOYEES	117	109	8   601   711	-						4   2   2	2	2

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

| Industrial Sector: 453 RAILWAY TRANSPORT & RELATED Reporting Period: 1990 Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 Part A Visible Minorities Women Total Men Members of Form 3 Persons with Disabilities Men Women Total Men X National (Canada) Province/Territory (specify) Aboriginal Peoples Women Total BURLINGTON NORTHERN RAILR All Employees = æ Men ∞ Total = S Name of Business: \$10,000-\$14,999 \$15,000-\$17,499 \$17,500-\$19,999 \$20,000-\$22,499 \$22,500-\$24,999 \$25,000-\$27,499 \$27,500-\$29,999 \$30,000-\$34,999 \$35,000-\$39,999 666'67\$-000'07\$ 666'69\$-000'05\$ TOTAL NUMBER OF < 0000'02\$ SALARY RANGES < \$10,000 EMPLOYEES Location:

Part A

Form 4:

PERMANENT FULL-TIME EMPLOYEES HIRED

Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 Women Reporting Period: 1990 Visible Minorities 453 RAILWAY TRANSPORT & Men Members of Number Total Women Industrial Sector: Persons with Disabilities Men Women Number Total X National (Canada) Province/Territory (specify) Aboriginal Peoples Men Number Total BURLINGTON NORTHERN Women All Employees Men Number Total Name of Business: Semi-professionals Skilled crafts and Clerical workers EMPLOYEES HIRED TOTAL NUMBER OF and technicians Middle or other Service workers OCCUPATIONAL trades workers manual workers Professionals Foremen/women Sales workers GROUPS Semi-skilled Other manual Upper-level Supervisors Location: managers managers Workers

			a.	FRMANENT	PERMANENT FULL-TIME EMPLOYEES PROMOTED	MPLOYEE	S PROMOTE	a	Fo	Form 5	Part A	*
Name of Business:	-	BURLINGTON	TON NORTHERN	RN		_	Industrial	al Sector:		453 RAILWAY TRANSPORT & RELATED	NSPORT &	RELATED
Location:	X Nat	X National (Canada)		rovince/T	Province/Territory (specify)	specify)	1		-	Reporting	Reporting Period: 1990	1990
	Employ	rees prom	Employees promoted (Employees to which o	oyees pro	Employees promoted during the year are to be reported to which or within which they have been last promoted)	of the y	year are to be have been last	o be reportant	reported only promoted)	in the oc	in the occupational groups	al groups
OCCUPATIONAL	•	All Employees	yees		Aboriginal Peoples	pples	<u>a</u>	Persons with Disabilities	es es	visi v	Members of Visible Minorities	ities
GROUPS	Total	Men	Women	Total   Number	Men	Women	Total	Wen	Women	Total	¥en	Women
Upper-level	Col. 1	Col. 1   Col. 2	Col. 3	Col. 4	Col. 5	6 Col. 6	Col. 7	Col. 8	Col. 9	0 0	Coj. 10   Col. 11   Col. 12	Col. 12
Middle or other	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0		0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0

Part A

TERMINATED	
EMPLOYEES	
FULL-TIME	
PERMANENT	
	1 1 1 1 1 1 1 1 1

Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 453 RAILWAY TRANSPORT & RELATED Momen | Reporting Period: 1990 · Visible Minorities Number Men Members of Total Form 6 Momen Industrial Sector: Persons with Disabilities Men Number Total X National (Canada) Province/Territory (specify) Momen Aboriginal Peoples Men Number Total BURLINGTON NORTHERN Momen All Employees -Men Number Total Name of Business: Semi-professionals Skilled crafts and Clerical workers TOTAL NUMBER OF Middle or other and technicians Service Workers OCCUPATIONAL trades workers manual workers Professionals Foremen/women Sales workers GROUPS Semi-skilled Other manual Upper-level TERMINATED Supervisors Location: EMPLOYEES managers managers Workers

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Page 1

Part A

Form 2

Col 13 Women Visible Minorities Members of Col 12 Men 453 RAILWAY TRANSPORT & RELAT Reporting Period: Col 11 Number Total Col 10 Women Designated CMA Persons with Disabilities 6 100 Men Number Col 8 Total Col 7 15 BRITISH COLUMBIA Women Aboriginal Peoples 9 loo Men BURLINGTON NORTHERN | Industrial Sector: Number Col 5 Total X Province/Territory ------Women to loo All Employees Col 3 Men 2 2 Wational (Canada) 4 M 21-11 7 10 10 -11 11 666577 00007 66667 00057 666667 Semi-professionals Name of Business: OCCUPATIONAL Middle or other and technicians Professionals Foremen/women GROUPS Upper-level managers Supervisors managers Location:

Location: Na				1,000	orritor		6 6 8 8	1						
	National (Canada)	da)	X Province/Territory	/Ince/ I			SITISH C	15 BRITISH COLUMBIA		Designa	Designated CMA			
OCCUPATIONAL	Top and	0	ALL E	All Employees	S	Abor	Aboriginal Peoples	eoptes		Persons with Disabilities	ies:	Visible	Members of Visible Minorities	f ties
GROUPS	41		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col 1		cot 2 C		Col 4	Col 5	9 100	C 100	Col 8	6 100	Col 10	Col 11	Col 12	Col 13
Clerical workers		7 7 7 7	1 1 1 1 13	!	2				81 81 91 91 91 91 91 91 91					
	1	1		2	2				-					
Sales workers														
30000		1 7	-		1 1		11 11 11 11 11 11		_	11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11			11
Service Workers		20												
0			_											
			5	5	5 5								10	11
Skilled crafts and	66667	200	= -	=								-	E	
CI ages wolkers			2	2								+	+	
	35000		16	15	16   15   1	10 18 10 10 10 10 10 10 10 10 10 10	15 50 15 16 16 18	18 18 16 10 18 18			11 15 10 10 10 10 10 10 10 10 10 10 10 10 10		-	H H H H
Semi-skilled		3	19	19								1	-	
manual workers	2,000	1	7	7										
	35000		2 1	2 –	16 11 11 11 11 11 11 11 11 11 11 11 11 1			11					-    -	
Other manual		~	-	-										
workers		2	10	10										
			2	2										
TOTAL NUMBER OF EMPLOYEES	YEES	111	111	105	9			18 10 10 10 10	11 11 11 11 11 11			4   2   2	2	~

Employment and Immigration Canada

LOYEES
EMP
1ME
FULL-T
PERMANENT
SUMMARY:
SALARY

		1	SALAK	T SUMMAK!	PERMANE	NI TULL	SALAKI SUMMAKI: PERMANENI FULL IIML ENFLOILES				-	
Name of Business:	-	BURLING	BURLINGTON NORTHERN RAILR	RN RAILR			Industri	Industrial Sector:		453 RAILWAY TRANSPORT & RELATED	RANSPORT	& RELATED
Location:		National	National (Canada)X Province/Territory (specify)	Province	/Territor	y (specif	1	15 BRITISH COLUMBIA	UMBIA	Repor	ting Per	Reporting Period: 1990
	VII	All Employees		Aborigi	Aboriginal Peoples	es	Pers	Persons with Disabilities		Visible	Members of Visible Minorities	ies
SALARY	Total	Men	Vomen	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 1   Col. 2   Col. 3   Col. 4	Col. 4	Col. 5	col. 6	Col. 7	Col. 8	Col. 9	1	Col. 11	Col. 10  Col. 11  Col. 12
< \$10,000	7	7	0   7   7	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	5	4	-	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	2	-	-	0	0	0	0	0	0	-	0	_
\$17,500-\$19,999	m —	2	-	0	0	0	0	0	0	0	0	0
\$20,000-\$22,499	8	80	0	0	0	0	0	0	0	0	0	0
\$22,500-\$24,999	14	13	-	0	0	0	0	0	0	2	,_	-
\$25,000-\$27,499	92	25	-	0	0	0	0	0	0	0	0	0
\$27,500-\$29,999	-	=	0	0	0	0	0	0	0	0	0	0
\$30,000-\$34,999	02	19	_	0	0	0	0	0	0	_	-	0
666'62\$-000'52\$	8	60	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	7	7	0	0	0	0	0	0	0	0	0	0
\$50,000-\$69,999	2	2	0	0	0	0	0	0	0	0	0	0
< 000'02\$	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	111	105	9	0	0	0	0	0	0	7	2	2
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1												

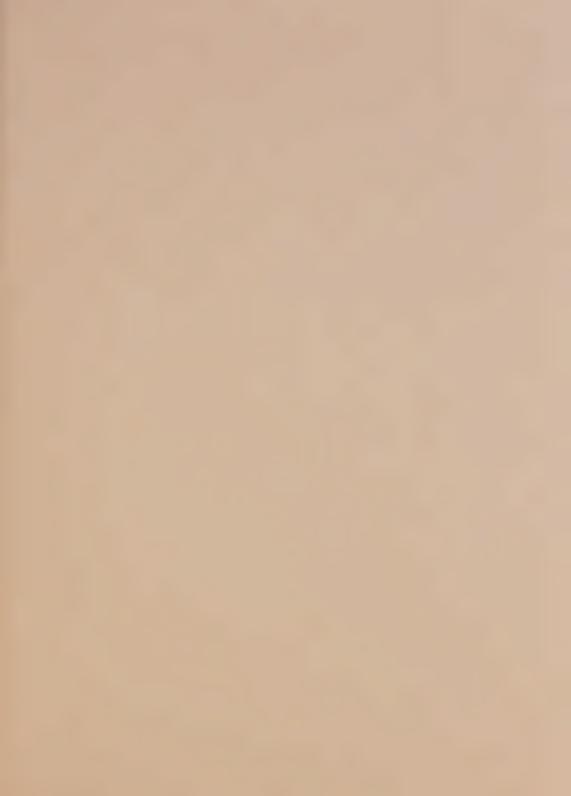
Name of Business:	-	BURLINGT	BURLINGTON NORTHERN	RN		_	Industrial Sector:	al Sector		453 RAILWAY TRANSPORT	ANSPORT &	
Location:	Nat	ional (Ca	nada) X P	rovince/T	erritory	National (Canada) X Province/Territory (specify)		15 BRITISH COLUMBIA	BIA	Reporting	Reporting Period: 1990	1990
OCCUPAT I ONAL	ALL	All Employees	Ø	Aborig	Aboriginal Peoples	les	Per	Persons with Disabilities	6 6 6 1 1	Visible	Members of Visible Minorities	ies
GROUPS	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Vomen
Col. 1   Col. 2	Col. 1	Col. 1   Col. 2	Col. 3	Col. 4	Col. 5	col. 6	100	Col. 8	Col. 9	Col. 9   Col. 10   Col. 11   Col. 12	Col. 11	Col. 1
Upper-level managers	0	0	0	0	0	0	0	0	0	0 0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF	2	2	0	0	0	0	0	1 0	1 0	1 0	1 0	0

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Col. 10| Col. 11| Col. 12 Employees promoted (Employees promoted during the year are to be reported only in the occupational groups Industrial Sector: 453 RAILWAY TRANSPORT & RELATED Men Women Visible Minorities | Reporting Period: 1990 Members of Part A Number Total Form 5 Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Momen to which or within which they have been last promoted) National (Canada) X Province/Territory (specify) 15 BRITISH COLUMBIA Disabilities Persons with Men Number Total Women Aboriginal Peoples Men Number Total BURLINGTON NORTHERN Momen All Employees Men Number Total -Name of Business: Semi-professionals Skilled crafts and EMPLOYEES PROMOTED OCCUPATIONAL Clerical workers Middle or other and technicians TOTAL NUMBER OF Service workers trades workers manual workers Professionals oremen/women Sales Workers Semi-skilled GROUPS Other manual Upper-level Supervisors Location: managers managers Workers

Part A	ORT & RELATED	riod: 1990	s of norities	Men Vömen	Col. 10 Col. 11 Col. 12	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0	0 0	0 0	0 0	0 0	0 0
Form 6 Pai	453 RAILWAY TRANSPORT & RELATED	Reporting Period: 1990	Members of Visible Minorities	Total   Number	: —	0 0	0 0	0 0	0 0	0 0	0	0	0	0	0	0	0	0
	Industrial Sector: 453	15 BRITISH COLUMBIA	Persons with Disabilities	Men Vomen	Col. 8   Col. 9	0	0	0 0	0	0	0	0	0 0	0	0	0	0	0 0
PERMANENT FULL-TIME EMPLOYEES TERMINATED	Industria		Pers	Total Number	Col. 6   Col. 7	0 0	0 0	0 0	0 0	0 0	0 0	0	0 0	0 0	0 0	0 0	0 0	0 0
FULL-TIME EMPLO		National (Canada) X Province/Territory (specify)	Aboriginal Peoples	Men Women	Col. 5	0	0	0	0	0	0	0	0	0	0	0	0	0
PERMANENT	NORTHERN	da) X Province/	Abori	Women   Total	Col. 3   Col. 4	0	0	0 0	0	0	0	0	0 0	0 0	0 0	0	0 0	0 0
	BURLINGTON NORTHERN	ational (Canac	All Employees	Men	Col. 2	0	0	0	0 0	0 0	0 0	-	0	0 0	0	0 0	0	
	Name of Business: 1			UPS Total				3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	als			Morkers	1	4 9 9 9 4 1 1 4 6 9	1		nat 0	WBER OF
	Name of	Location:	OCCUPATIONAL	GROUPS		Upper-level managers	Middle or other managers	Professionals	Semi-professionals and technicians	Supervisors	Foremen/women	Clerical workers	Sales workers	Service workers	Skilled crafts and trades workers	Semi-skilled manual workers	Other manual Workers	TOTAL NUMBER OF







9016 M-E52

### **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

## LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**CHEK-TV LIMITED** 

9016

Canadä<sup>\*</sup>

<sup>9</sup> Minister of Supply and Services Canada 1990 <sup>9</sup> Ministre des Approvisionnements et Services Canada 1990

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SCHEDULE II / ANNEXE II
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Form Formulaire

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION REPORT SUMMARY AND CERTIFICATION OF ACCURACY EQUITÉ EN MATIÈRE D'EMPLOYMENT ET ATTESTATION D'EXACTITUDE

	SAC MARK TO SERVE	FULL LEGAL NAME - NOM LÉGAL AU COMPLET	167		COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE	LAISON SOCIALE				_
-0'		CHEK-T V LIMITED			CHEK-T.V. LIMITED					
u Z		ADDRESS OF PRINCIPAL PLACE OF BUSINESS	ESS - ADMESSE D'AFFAMES NATIONALE PRINCIPALE		MAILING ADDRESS - ADRESSE POSTALE					
	ADAESSE		Victoria, B.C. V8T 3A2		(4) 780 Kings Road, Victoria, B.C. VBT 3A2	toria, B.C. VE	3T 3A2			
r-04	OFFICERS	NAME OF CHEF EXECUTIVE OFFICER OF EM	EMPLOYER - NOM DU PRÉMIER DINGÉANT DE L'ENTREPINSE	FMISE	NAME OF OFFICER RESPONSABLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITE EN MATRIRE D'EMPLO.  (C) RODELL Ingram	NI EQUITY - MOM DE L'AGEN	nt responsable de l'équ	NTE EN MATIÊRE D'	MPLOI	
(0	POSITION	POSITION TITLE - HITME OUT CONCINON	ief Executive Officer		POSITION TITLE THE CULTOMOTION  O VICE-President, Finance & Administration	ance & Adminis	stration	ANEA COOF MID NEG 0604	TELEPHONE NUMBER NUMBER NUMBER OF TELEPHONE 420-2288	
Z		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1	TÉ 1	NO OF EMPLOYEES		(1) DESIGNA	DESIGNATED CIM AS R M R DESIGNÉES	<b>1</b>	PROVINCESTERNITORIES PROVINCESTERNITORIES	_
5		(0) Communications		122	GEOGRAPHICAL	CALGARY		ONT.ONT		
	INDUSTRIAL SECTOR(S)	INDUSTRIAL SECTOR 2 - BRAMONE D'ACTIVITÉ 2	16.3	NO. OF EMPLOYEES NOMBRE DE SALARIÉS	AREAS	EDMONTON		QUE-OC		
30 B B		INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3	163	NO. OF EMPLOYEES NOMBREE DE SALABRÉS	EMPLOYEES LOCATED IN EACH AREA)	HALIFAX		N.BAL-B.		
	D'ACTIVITÉ	INDUSTRIAL SECTION 4 - MAANCHE D'ACTIVITÉ 4		NO OF EMPLOYEES NOMBRE DE SALARIÉS		REGINA		PELLANE SAK-SAK	122	
ZZ C C C	EMPLOYMENT STATUS CATEGORIES	(a) NUMBER OF PERMANKINI FULL-THE EMPLOYEES FORMANCINES PROMANCINES PROMANCINE	(9) NUMBER OF PERMANENT PART TIME EMPLOYEES PREMAMENTS TEMPS PARTER PREMAMENTS TEMPS PARTER	NUMBER OF TEMPORARY EMPOYEES MOMENT OF SALANES TEMPOHANES	SECTEURS GÉOGRAPHIQUES (INDIQUER LE NOMBRE	TORONTO		ALTA-ALE NELD-T-M TEN-YME		
) @ h	CATEGORIES	TENNESS OF			CHADUE SECTEUR	WINNIPEG		N.W.TI.N.O		
		110	Ŋ	S		(9) TOTAL EMPLOY MOMBRE TOTA AU CA	TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALARES AU CANADA	122		-
A	CERTIFICATION OF ACCURACY	(1) (Neme) Donald M. Sm. I. (Neme) THE INFORMATION CONTAINED IN F	Smith D.  HEREN CERTIFY ON BEHALF OF (NAMM of PRODUCE)  HEREN REPERT (TO THE BEST OF MY KNOWEDGE AND BELIEF	. HERBY CERTIFY ON BEHALF OF (Name of employer) ate mevery respect, to the BEST OF MY KHOWNED	(employer) CHEK-T.V. Limited	ted			CORPORATE	
	ATTESTATION D'EXACTITUDE	GUE ES RENSEGNEMENTS FOUNNIS DANS	R. (HOLM)  OLE LES RENSEGNE MÉRHIS FOLMENS DANS LES FORMILLAIMES I A É DU MESENT RAPORT SONT, AUTANT OLE IE SACHE, VIAIS ET ELACTS A TOUS GRANDS  DATE. DATE. JUNE 21, 1990  SAGRATURE SIGNATURE  SAGRATURE SAGRATURE	ATTESTE PARTES PRESENTES AU MOID DE (Hom de l'employeus) BRI, AUTANT QUE JE SACHE, VRAIS ET ESACTS A TOUS ECHAIDS. SCONATURE.	CTS a TOUS GUARDS 3				SCEAUDELA	
LMP 3847(9:86)	(98-6)/	MOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS	TOWN SECONDAL AND S						Thurs O	

Callada

Emploret Immigration Canada

EANN CYMENT FQUITY. EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOI. IDENTIFICATION DE L'EMPLOYEUR, SOMMARRE DU RAPPORT ET ATTESTATION D'EXACTITUDE (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1)) SCHEDULE II / ANNEXE II

Form Formulaire

MUMERO DE TELEPHONE 420-2288 CORPURATE SCEAU DE LA SOCIETE PROVINCE STERRITORIES PROVINCES TERRITORES SEAL 122 NAME OF DEFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI 122 NWI-TWO AREA CODE IND REG. 9 604 MAN. MAN. PELTAG ALTA.ALB. NFLD.-T-M SASK -SASK TKN - YOK ONT.-ONF QUE-Oc N S.AL.E N 8 -N-8 B.C.C. (3) Finance & Administration V8T 3A2 TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALABIÉS DESIGNATED C M AS R M R DESIGNÉES 780 Kings Road, Victoria, B.C. VANCOUVER WINNIPEG EDMONTOR MONTREAL ORONTO COMMON OR BUSINESS NAME - NOM USULL OU RAISON SOCIALE CALGARY HALIFAX REGINA CHEK-T.V. Limited Vice-President, GÉOGRAPHIQUES EMPLOYEES LOCATED IN GEOGRAPHICAL (INDIQUER LE NOMBRE Robert Ingram (INDICATE NUMBER OF MAILING ADDRESS - ADRESSE POSTALE DE SALARIÉS DANS CHAQUE SECTEUR) POSITION TITLE - TITRE OU FONCTION SECTEURS EACH AREA) AREAS CHEK-TV IHAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWI EDGE AND BELIEF ATTESTE PARLES PRESENTES AU MOM DE (Nom de l'employeur) OUE LES MENSEKGHEMENTS FOURNIS DANS LES FORMULAIRES 1 A É DU PRÉSENT RAPPONT SONT, AUTANT QUE LE SACHE, VRAIS ET EXACTS A TOUS ÉCARDS. HEREBY CERTIFY ON BEHALF OF (Name of employer) 0 • 0 SIGNATURE - SIGNATURE NO OF EMPLOYEES NO OF EMPLOYEES NOMBRE DE SALARIÉS NO. OF EMPLOYEES NOMBRE DE SALARIÉS NO OF EMPLOYEES NOMBRE DE SALARIÉS EMPLOYEES
NOMBRE DE SALARIÉS
TEMPORAIRES NUMBER OF TEMPORARY 122 S NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRICEANT DE L'ENTREPRISE ADDRESS OF PHINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PHINCIPALE President and Chief Executive Officer NOMBRE DE SALARIES PERMANENTS A TEMPS PARTIEL NUMBER OF PERMANENT PART-TIME EMPLOYEES B.C. S 780 Kings Road, Victoria, Smith INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 FULL LEGAL NAME - NOM LEGAL AU COMPLET INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ I CHEK-T.V. LIMITED DATE - DATE Communications NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS A TEMPS PLEIN POSITION TITLE - TITRE OU FONCTION Donald M. Donald M. 110 I, (Name) JE. (NOM) E (3) 0 **②** (2) **②** (E) 3 3 NOM DE L'EMPLOYEUR CERTIFICATION ATTESTATION D'EXACTITUDE NAME OF EMPLOYER EMPLOYMENT BRANCHE(S) CATEGORIES CATEGORIES ACCURACY INDUSTRIAL D'ACTIVITÉ POSITION FONCTION SECTOR(S) SALARIÉS OFFICERS AGENTS STATUS AUDINE \$5 AURE SSE DE AZZON 93 24000× 0 **∿⊃∑∑<**~>

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTA. VOR INSTRUCTIONS POUR NEMPLIE TOUS LES FORMULAIRES



Emplor et Immigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN\*

Industrial Sector: Branche d'activité:

Formulaire 2 Part A, Page 1

Reporting Period: Periode de rapport:

Telecommunication Broadcasting

Designated CMA (specify) RMR designee (preciser)

British Columbia

Province / Territory (specify) Province / territoire (preciser)

×

National (Canada) National (Canada)

×

Location-Endroit

CHEK-T.V. Limited

AMENDED

NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise

Women Col 13

												Mombore	Mombace of Visible Michael	Oritias
	Top and bottom			All Employees Tous les salariés		de .	Aboriginal Peoples Autochtones		Perso	Personnes handicapees	iles ses	Membres	Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Maximum et minimum de l'échelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre fotal	Men Hommes	Womer
	Col 1		Col 2	Col 3	Col 4	Col. 5	Col. 6	Col. 7	Col. 8	Col 9	Col. 10	Col 11	Col 12	Col 13
Upper- level managers	70,000 and	4 m	Υ	τ										
Cadres superieurs		1												
Middle or other managers	70,000 and	4 m	4	7										
Cadres intermediaires et autres cadres	40,000-	7 -	4	3	1									
Professionals		4 W												
Professionnels		7-												
Semi-professionals and technicians	45,000-	4 m	5 23	5 20	3				,	,				
Semi-professionnels et techniciens	25,000- 27,499	2 1	26 27	20	10				-	1				
Supervisors Surveillants		4 m ~												

Use separate Parts for permanent part, time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salariés temporaires

49,999 39,999

Foremen/women

LMP 3871 (9.86)

45,000-

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/ 1 represente les salaires du quart le moins éleve, 4 représente les salaires du quart le plus eleve

2 Part A. Page 2 Form formulaire

Employment and Inungration Canada Emploi et Immigration Canada

NOTE See instructions NOTA Voir instructions

	Top and bottom of salary range	:	ı	All Employees Tous les salariés		Ab	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapées	ties	Member	Members of Visible Minorities Membres des minorites visibles	orities
Categories professionnelles	minimum de l'échelle de remunération	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35,000	4 W	٦.	1	1									:
Employes de bureau	22,500	7 -	1 3		m d									
Sales workers	55,000	- <b>4</b> w	2	1	1									
Employes du secteur de la vente	22,500	2	1 2		1									
Service workers Employes du secteur des services		4 w v -												: .
Skilled crafts and trades workers Travailleurs qualifies et artisans		4 E 7 -									:		: :	
Semi-skilled manual workers Travailleurs manuels specialises		4 E % -												
Other manual workers Autres travailleurs manuels		4 m ~ -				:			: .			:		
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	DE SALARIES		110	82	28				1	1				

(MP 3871 (9 86) P.2

Tepresente les salaires du quarte mons eleve 4 represente les salaires du quart le plus eleve

Employment and Immigration Canada Emploret Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*

Industrial Sector Branche d'activité

form formulaire 2 Partie B, Page 1

6861

Reporting Period Periode de rapport

CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

481 Telecommunications Broadcaster

Designated CMA (specify) RMR designee (preciser) 

British Columbia

Province / Territory (specify)
Province / territoire (preciser)

 $\stackrel{\text{\tiny M}}{=}$ 

National (Canada) National (Canada)

Location Endroit

CHEK-TV Limited

NOTE See instructions NOTA Voir instructions

Name of Business

All Employees Tous les salariés

Total Number Nombre total Col S

Women Col 4

Men Col 3

Total Number Nombre total Col 2

Quart

00

Top and bottom of salary range Maximum et minimum de l'echelle de remunération

Occupational Groups Categories professionnelles

4 E 2

Middle or other managers Cadres intermediaires et

autres cadres

Upper-level managers Cadres superieurs

Abonginal Peoples Autochtones

Men

Women

Total Number Nombre total

Persons with Disabilities Personnes handicapees

Men

Women

Col 10

Women Col 13

Men Col 12

Members of Visible Minorities Membres des minorites visibles

6 10)

Col 8

Col 7

9 100

Total Number Nombre total (0| 11

Trefers to the lowest salary quarter; A refers to the highest salary quarter/ Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Use separate Parts for permanent full-time and temporary employees. Utiliser les autres parties pour les salariés permanents a temps plein et les salaries temporaires

\*

Foremen/women

Supervisors

Confremaitres 1 (38 6) 9885 JW

2

44,999 10,000 12,499

Semi-professionals and technicians Semi-professionnels et

Professionals Professionnels

40,000

Formulaire 2 Partie B. Page 2

NOTE See instructions

NOIA Voir instructions												A. A	A A A control of Manager and	Sections
	Top and bottom		1	All Employees Tous les salariés		₹	Abonginal Peoples Autochtones		Persor	Persons with Disabilities Personnes handicapées	ne.	Membres	Membres des minorites visibles	ısıbles
Occupational Groups Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women femmes	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	remuneration Col 1		Col 2	Col 3	Col 4	(o) 5	9 (0)	(01.7	(018	6 (0)	(6) 10	(01.11	Cot 12	(ol 13
Clerical workers Employes de bureau	15,000	4 w: (	1		<b>T</b>									
	17,499		1		1									
Sales workers Employes du secteur de la vente		4 m ~ -									:		* .	
Service workers Employes du secteur des Services		4 m ~ -												
Skulled trafts and trades workers travailleurs qualifies et artisans		4 m % -												
Semi-skilled manual workers Travailleurs manuels specialises		4 6 % -									:		: .	
Other manual workers Autres travailleurs manuels		4 m 2 -												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	DE SALARIÉS		5	2	3									

Trefers to the lowest salary quarter. A refers to the highest salary quarter!

Employment and Immigration Canada Emplor et Immigration Canada

# SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Part A Partie A m formulaire

Industrial Sector Branche d'activité. 481 Telecommunications Broadcaster

Reporting Period: Periode de rapport: British Columbia Province / Territory (specify) Province / territoire (préciser)

Location-Endroit

CHEK-TV LIMITED

NOTE See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise:

Location-Endrort	National (Canada) National (Canada)	(Canada) (Canada)	ā	Province / Territory (specify) Province / territoire (préciser)	ry (specify) re (préciser)	British Columbia	lumbia		Period	Reporting Period: 1 Periode de rapport:	19 89	
		All Employees Tous les salariés			Abonginal Peoples Autochtones	25	Pers	Personnes handicapees	5.	Membr	Members of Visible Minorities Membres des minorites visibles	ornies
ECHELLES DE REMUNERATION	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de \$10,000	0	0	0	0	0	0	0	0	0	0	. 0	0
\$10,000 - \$14,999	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000 - \$17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500 - \$19,999	0	0	0	0	0	0	0	0	0	0	0	0
\$20,000 - \$22,499	0	0	0	0	0	0	0	0	0	0	0	0
\$22,500 - \$24,999	2	0	2	0	0	0	0	0	0	0	0	0
\$25,000 - \$27,499	4	1	3	0	0.	0	0	0	0	0	0	0
\$27,500 - \$29,999	10	9	4	0	0	0	0	0	0	0	0	0
\$30,000 - \$34,999	23	14	6	0	0	0	0	0	0	. 0	0	0
\$35,000 - \$39,999	42	36	9	0	0	0	1	1	0	0	0	0
\$40,000 - \$49,999	21	18	3	0	0	0	0	0	0	0	0	0
\$50,000 - \$69,999	4	3	1	0	. 0	0	0	0	0	0	0	0
\$70,000 and over	4	4	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	110	82	28	0	0	0	1	1	0	0	0	0

LMP 3848 (9-86)

Use separate Parts for permanent part time and temporary employees Utiliser les autres parties pour les salarrés permanents à temps partiel et les salarrès Temporaires

Canadä

Employment and Immigration Canada - Emplored Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\*
PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PARTIEL\*

NOTE See instructions NOTA Voir instructions

Form Part B Fartie B

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 Industrial Section Broadcaster Branche dativite 481 Telecommunications Broadcaster 19 89 Total Number Nonibre total Reporting Period: Periode de rapport: Women Col 9 Personnes handicapees Men Total Number Nombre total Col 7 Province/Territore (préciser) British Columbia Women 9 IOO C Aboriginal Peoples Autochtones Men Hommes Col 5 C C C Total Number Nombre total Col 4 Women Col 3 All Employees Tous les salaries Men Col 2 National (Canada) National (Canada)  $\overline{\phantom{a}}$  $\rightarrow$ CHEK-TV LIMITED Total Number Nombre total Col 1  $\boxtimes$ TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES and over SALARY RANGES ECHELLES DE REMUNERATION \$10,000 - \$12,499 \$15,000 - \$17,499 \$40,000 - \$49,999 \$12,500 - \$14,999 \$17,500 - \$19,999 \$20,000 - \$24,999 \$25,000 - \$29,999 \$30,000 - \$39,999 Under Moins de (\$2,500 \$2,500 - \$4,999 \$5,000 - \$7,499 \$7,500 - \$9,999 Name of Business: Noni de l'entreprise \$50,000 Location Endroit

Use separate Parts for permanent full-time and temporary employees.

Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

LMP 3849 (9-86)

Canada

Employment and Immigration Canada Employet Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED\*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

4 Parte form formulaire

481 Telecommunications Broadcaster 1989 Reporting Period Période de rapport Industrial Sector Branche d'activite British Columbia Province / Territory (specify)
Province / territoire (préciser) CHEK-TV LIMITED National (Canada) National (Canada) × NOTE See instructions
NOTA Voir instructions
Name of Business.
Nom de l'entreprise Location Endroit

		All Employees Tous les salariés			Aboriginal Peoples Autochtones	58	Pers	Personnes handicapees	es	Memb	Members of Visible Minorities Membres des minorités visibles	orities
Occupational Groups Categories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women
	Col. 1	Col. 2	Col. 3	Col 4	Col 5	Col 6	Col 7	Col 8	6 loo	Col 10	Col 11	Col 12
Lipper-level managers Cadres superieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermediaires et autres cadres	0	0	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians Semi-professionnels et techniciens	4	2	2	0	0	0	0	0	0	0	0	0
Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Furemen/women Contremaitres	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers £mployés de bureau	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers Employes du secteur de la vente	3	2	1	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers Travailleurs qualifies et artisans	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels specialises	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	7	4	3	0	0	0	0	0	0	0	0	0
1 7m Or Other 100 and	1 lea consesta Dad	c for opermanent	nart-time and to	lice conservate Parts for normanged to me and temporary employees								

1 NSP 3870 (9 86)

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

NOTE See instructions NOTA Voir instructions

Employment and Immgration Canada Emplor et Immgration Canada

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Formulaire

481 Telecommunications Broadcaster

Industrial Sector. Branche d'activite

Part B Partie B

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 Total Number Nombre total Col 10 Reporting Period Periode de rapport Women 6 100 C Persons with Disabilities Personnes handicapees Men Hommes Col 8 C Total Number Nombre total Col 7 British Columbia Women Gol 6 C Aboriginal Peoples Autochtones Men Col 5 C C Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total C Col 4 C Women CO 3 All Employees Tous les salaries Men Hommes Col 2 -Total Number Nombre total National (Canada) National (Canada) CHEK-TV LIMITED Col. 1 C × adres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians semi-professionnels et techniciens mployes du secteur des services Skilled crafts and trades workers imployes du secteur de la vente Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Middle or other managers Upper fevel managers Name of Business Nom de l'entreprise. imployes de bureau Cadres superieurs uremen/women ocation-Endroif Herical workers Service workers Contremaitres Professionnels Sales workers Professionals Supervisors

Autres travailleurs manuels

Other manual workers

PERMANENT FULL-TIME EMPLOYEES PROMOTED\*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

NOTE See instructions NOTA Voir instructions			AV	PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*	ULL-TIME EMI ALARIÉS PERI	PLOYEES PROF MANENTS À TE	MOTED*				formulaire	re 5 Partie A
Name of Business. Nom de l'entreprise CHEK-TV	CHEK-TV LIMITED					Bra	Industrial Sector Branche d'activite	481 Teleco	mmunicatio	Telecommunications Broadcaster	ter	
Location-Endroid N.	National (Canada) National (Canada)		Province Province	Province / Territory (specify) Province / territoire (preciser)		British Columbia	D			Reporting Period: Periode de rapport	1; 19 89 ort	
	Salarie	Employees p	romoted (Employ aries promus au c	Employees promated (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus (les salariés promus ar cours de la nine edoivent être inscrits seulement dans la categorie professionnelle a laquelle ou a l'interieur de laquelle its ont et e promus en dernier)	ng the year are to vent etre inscrits	be reported only seulement dans l	in the occupation	al groups to which ionnelle a laquelli	or within which e ou a l'intérieur	they have been las	t promoted)	mer)
Occupational Groups		All Employees Tous les salariés			Abongmal Peoples Autochtones	es	Per	Persons with Disabilities Personnes handicapees	lies Pes	Memb	Members of Visible Minorities	iorities visibles
	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
Hiner-level managers	Col. 1	Col. 2	Col. 3	Col 4	Col S	9 00	Col. 7	Col 8	6 [0]	Col 10	Col 11	Col 12
Opper-level managers Cadres superreurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermediaires et autres cadres	0	0	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels	0	0	0	0	0	0	0	0	0	0	0	0
semi-professionals and technicians	5	4	1	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women Contremaitres	0	0	0	0	0	0	0	0.	0	0	0	0
Clerical workers Employes de bureau	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers Employes du secteur de la vente	0	0	0	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers Travailleurs qualifies et artisans	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels specialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	5	4	1	0	0	0	0	0	0	0	0	0 .
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	2	4	-	0	0	0	0	0	0	0	0	0
1900 0000000000000000000000000000000000	He congrate Parts		nart-time and ten	for permanent part time and temporary employees								

Use separate Parts for permanent part-time and temporary employees

# Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires



Employment and Immigration Canada Timploret Immigration Canada

# PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

form formulaire 5 Partiell

481 Telecommunications Broadcaster

1989

Reporting Period: Periode de rapport: Industrial Sector Branche d'activité British Columbia Province / Territory (specify)
Province / territoire (préciser) National (Canada) National (Canada) CHEK-TV LIMITED

 $\square$ 

Location Endroit

NOTE See instructions NOTA Voir instructions Name of Business Nom de l'entreprise

												Appropriate the second
	Salariés		omoted (Employeries promus au co	ses promoted duri	ng the year are to vent être inscrits	be reported only seulement dans la	in the occupations	onnelle a laquelle	or within which i	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) promus (hes salaries promus au cours de l'année doivent étre inscrits seulement dans la catégorie professionnelle a laquelle ou a l'interieur de laquelle ils ont été promus en dermei )	t promoted) té promus en der	mer)
Occupational Groups		All Employees Tous les salaries			Abonginal Peoples Autochtones	88	Per	Persons with Disabilities Personnes handicapées	ies es	Membr	Members of Visible Minorities Membres des minorites visibles	anties
	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women
	Col. 1	Col. 2	Col 3	Col. 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres superieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermediaires et autres cadres	0	0	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians Semi-professionnels et techniciens	0	0	0	0	0	0	0	0	0	0	0	0
Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women Contremaitres	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers Employes de bureau	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers Employes du secteur de la vente	0	0	0	0	0	0	0	0	0	0	0	0
Service workers Employés du secteur des services	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers Travailleurs qualifies et artisans	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels specialises	0	0	0	0	. 0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	0	0	0	0	0	0	0	0	0	0	0	0

Use separate Parts for permanent full-time and temporary employees

# Utiliser les autres parties pour les salariés permanents à temps plein et les salaries temporaires



Employment and Immigration Canada - Employet Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED\*

6 Parte A Form Formulaire

Telecommunications Broadcaster

Industrial Sector. Branche d'activité:

CESSATIONS DE FONCTIONS: SALARIES PERMANENTS À TEMPS PLEIN\*

CHEK-TV LIMITED

NOTE. See instructions NOTA. Voir instructions

Nom de l'entreprise Name of Business;

Women Col 12 Members of Visible Minorities
Membres des minorites visibles Men Hommes Col 11 68 61 Total Number Nombre total Col 10 Reporting Period Periode de rapport Women Col 9 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Col 7 British Columbia Women 9 100 Aboriginal Peoples Autochtones Men Col 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col 4 Women Col 3 X All Employees Tous les salariés Men Col 2 Н Total Number Nombre total National (Canada) National (Canada) Col 1 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles NOMBRE TOTAL DE CESSATIONS DE FONCTIONS TOTAL NUMBER OF EMPLOYEES TERMINATED Semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises Sales workers Employés du secteur de la vente Travailleurs qualifies et artisans Autres travailleurs manuels Other manual workers Apper-level managers Cadres superieurs Employés de bureau i oremen/women Location-Endroit Clerical workers Service workers Professionals Professionnels Contremaitres Supervisors

1 MP 3872 (9.86)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salaries temporaires \*



NOTE See instructions NOTA Voir instructions Name of Business Nom de l'entreprise

ocation-Endroit

Finployment and Inungration Canada - Employeet Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

6 Part B torm Formulaire

19 89

481 Telecommunications Broadcaster Reporting Period Periode de rapport. Industrial Sector Branche d'activite British Columbia Province / Territory (specify) Province / territoire (preciser) × National (Canada) National (Canada) CHEK-TV LIMITED 

		All Employees Tous les salaries		4	Abonginal Peoples Autochtones	56	Per	Persons with Disabilities Personnes handicapées	nes •es	Memb	Members of Visible Minorities Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col. 2	Col 3	Col. 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres superieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermediaires et autres cadres	0	0	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians semi-professionnels et techniciens	5	m	2	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Furemen/women Contremartres	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers Employes de bureau	1	0	1	0	0	0	0	0	0	.0	0	0
Sales workers Employes du secteur de la vente	0 .	0	0	0	0	0	0	0	Ó	0	0	0
Service workers Employes du secteur des services	. 0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers Travailleurs qualifies et artisans	0	0 .	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels specialises	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TUTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	9	3	3	0	0	0	0	0	0	0	0	0

MP 3889 (9 86)

Use separate Parts for permanent full-time and temporary employees

Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires





CA1 M -E52

## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

## LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CANADIAN AIRLINES
INTERNATIONAL LTD.
LIGNES AÉRIENNES
CANADIEN INTERNATIONAL

<sup>o</sup> Minister of Supply and Services Canada 1990 Ministre des Approvisionnements et Services Canada 1990

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SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EM MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMARRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form Formulaire

2 9 4 C. 6.0 .2 A TELEPHONE NUMBER MUMERO DE TÉLEPHONE CGAPORATE SCEAU DE LA PROVINCESTERRITORIES PROVINCESTERRITORIES SOCIETÉ 7,275 1.5 15.857 SFAL ...3,399 ...1,410 512 2.258 126 584 31 121 44 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÊRE D'EMPLOY ANEA CODE D-NJ-IMN ONT-ONF MAN. MAN 0 3 SASK -SASK ALTA ALB MID I W QUE OX NS.AL.E \*\*\* BC-C-4 3.44.134 IKM - YLAK € 2900 - 700 2ND STREET, CALGARY, ALTA T2P 2W2 1.713 519 1.385 7,086 535 3,234 510 TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARES 54 DESIGNATED CIM AS SENIOR VICE-PRESIDENT HUMAN RESSOURCES HEMBY CERTIFY ON BEHALF OF (Name of employer) CANADIAN AIR! INES INTERNATIONAL LTD. VANCOUVER EDMONTON WINNIPEG COMMON OR BUSINESS NAME - NOM USURI OU RAISON SOCIALE MONTREAL OTNORO CALGARY HALIFAX REGINA num SECTEURS GÉOGRAPHIQUES **EMPLOYEES LOCATED IN** GEOGRAPHICAL INDICATE NUMBER OF MAILING ADDRESS - ADMESSE POSTALE INDIQUER LE NOMBRE POSITION TITLE - TITME DU FONCTION DE SALARIES DANS CHAQUE SECTEUR) O MR. B. SAWYER EACH AREA) AREAS THAT THE MEDRIMATION CONTAMED IN FORMS 1TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT TO THE BEST OF MY KINDIWLEDGE AND BREIGEF O CANADIAN ATTESTE PARTÉS PRÉSENTES AU NOM DE (Nom de l'employeur) OUL LES HENSEGMEMENTS FOUNDING DANS LES FORMULAINES. LA 6 DU PRÉSENT RAPPORT SONT, ALLIANT QUE LE SACIEL, VRAIS ET EXACTS A TOUS EGA NO OF EMPLOYEES NO OF EMPLOYEES NO OF EMPLOYEES NO OF EMPLOYEES WOMBINE DE SALARIÉS SIGNATURE SKINATURE NUMBER OF TEMPORARY EMPLOYEES MOMBRE DE SALARIES TEMPORARES 15.857 171 3 2700 - 700 2ND STREET, CALGARY, ALTA T2P 2M2 NAME OF CHEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE 1'ENTREPRIS 3 ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE NUMBER OF PERMANENT PART-THME EMPLOYEES NOMBREE DE SALANES PERMANENTS A TEMPS PARTIEL CANADIAN AIRLINES INTERNATIONAL LTD. O PRESIDENT & CHIEF EXECUTIVE OFFICER JULY 16, 1990 1.933 CHAIRMAN 3 FULL LEGAL NAME - NOMELEGAL AU COMPLET INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 INDUSTRIAL SECTOR 3 - BRANCHE D'ACHVITÉ. POSITION TITLE - TITME OU FONCTION BRIAN SAWYER NUMBER OF PERMANENT
FULLTIME EMPLOYEES
NOMBRE DE SALARIÉS
PERMANENTS A TEMPS PLEM MR. R.T. EYTON @ AIR TRANSPORT 13.612 R. (NOM) 1. (Name) Θ 3 **3** MOM DE L'EMPLOYEUR NAME OF EMPLOYER EMPLOYMENT CERTIFICATION ATTESTATION BRANCHE(S) CATEGORIES CATÉGORIES D'EXACTITUDE POSITION FONCTION INDUSTRIAL SECTOR(S) D'ACTIVITÉ ACCURACY OFFICERS AUDINE \$5 AGENTS STATUS SALARIÉS AURESSE DE OF SSON 93 4000 -OWZH-L-UKH-OZ WDZZ4#> & W & O & F UMEH-4-04F-08

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTA: VOHEINSTRUCTIONS POUR REMAIN TOUS LES FORMULAIRES

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Empira et Immigration Canada Employment and Immigration Canada +

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SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) 1 paragraphes 4(1) et 6(1))

Form Formulaire

EMPLOYMENT EQUITY: EMPLOYERIDENTH-CATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY EQUITÉ EN MATIÈRE D'EMPLOY. IDENTIFICATION D'EXACTITUDE

2 8 4 C1600 2 A TELEPHONE NUMBER AUMERO DE TÉLEPHONE CORPORATE SCEAULTA SOCKIE PROVINCE STERMIONES PROVINCES TERMIONES S'AL 512 7,275 121 15,857 3,399 1,410 584 31 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGEMERISPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'ÉMPLOI ANEA CODE NWI-IN-D 0 3 OHI ONF MAN MAN SASK -SASA ALTA :418 MID I W 3.44.134 QUE -QL NS-ALE 4 4 8 M 8.2.38 IKN - Yuk e 3 2900 - 700 2ND STREET, CALGARY, ALTA T2P 2W2 1,713 519 1.385 3,234 TOTAL EMPLOYEES IN CANADA WOMBRE TOTAL DE SALAMÉS 535 .. 54 510 7,086 DESIGNATED C M AS R M R DESIGNÉES O SENIOR VICE-PRESIDENT HUMAN RESSOURCES HEREBY CERTIFY ON BEHALF OF (Name of employer) CANADIAN AIRLINES INTERNATIONAL LID VANCOUVER EDMONTON MONTRE AL WINNIPE G 10RON10 COMMINDE DE BUSINESS NAME NOM USUEL DU HAISON SOCIALE CALGARY HALIFAX REGIMA (3) GEOGRAPHIQUES EMPLOYEES LOCATED IN MAHING ADDRESS ADMESSE POSTALE GEOGRAPHICAL (INDICATE NUMBER OF (MDIQUER LE NOMBRE POSITION TITLE - FIFME DU FONCTION DE SALARIES DANS CHAQUE SECTEUR) SECTEURS OMR. B. SAWYER EACH AREA) AREAS THE FIRE WEDWARD CONTAINED IN FORMS 11D 6 OF THIS REPORTS TRUE AND ACCURATE IN EVERY RESPECT. TO THE BEST OF MY KNOWN EDGE AND BILLIEF O CANADIAN ATTESTE PARTES PRÉSENTES AU NOM DE (Nom de l'employeur) QUI LES REPOSEMBRERES FOURNIS DANS LES FORMULAIRES LA 6 DU PRÉSE NI RAPPORTS SONT AUTANT QUE RESACITE, VIVAIS ELEXACES A TOUS ÉGA NO OF EMPLOYEES MO OF EMPLOYEES NO OF EMPLOYEES MOMBRE DE SALARIES NO OF EMPLOYEES NUMBER OF TEMPORARY
EMPLOYEES
NOMBRE DE SALARIES
TEMPORAMES 15,857 171 NAME OF CHEF EXECUTIVE DEFICER OF EMPLOYER. NOM DU PREMIER DIRICEANT DE L'ENTREPRISE O 2700 - 700 2ND STREET, CALGARY, ALTA T2P 2W2 3 ADDINESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAINES NA FIOMALE PHINCIPALE CANADIAN AIRLINES INTERNATIONAL LTD NOMBRE DE SALARES PERMANENTS A TEMPS PARTIET PRES DENT & CHIEF EXECUTIVE OFFICER HUMBER OF PERMANENT PART TIME EMPLOYEES 1,933 Brian Sawyer 3 LUAL NAME MOMITEGAL AU COMPILI INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ ! INDUSTRIAL SECION 2 - BRANCHE D'ACTIVITÉ 2 INDUSTRIAL SEC OR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SEC OR 4 - BRANCHE D'ACTIVITÉ 4 POSITION TITLE TITLE OU FONCTION NUMBER OF PERMANNEN!
FULL THAN EARLOYEES
NOMBRE DE SALARIES
PERMANNENES A TERMES PLEIN MR. R.T. EYTON AIR "RANSPORT 13,612 (Name) N. (NOM) 0 (2) 0 3 3 3 3 BUSTON MASS TO SEE MAN OW NAME OF EMPLOYER EMPLOYMENT CERTIFICATION ATTESTATION D'EXACTIFUDE CATEGORIES CATEGORIES AGENTS BRANCHE(S) FONCTION OFFICERS POSITION INDUSTRIAL SECTOR(S) D'ACTIVITÉ STATUS ACCURACY SALARIÉS AUDIN \$5 AUNE SSE 30 OF

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May 28, 1990

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Employment and Immigration Canada Emplor et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

form Parte A Page 1

Women 6261 Col 13 - 5 ∞ € -0-Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport Men 2 50 サイ (01 12 #-L 45 N. C. 20 Total Number Nombre total N 22 30 J R <u>\_6</u> 6. # 1 100 Women K-Col 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapées Hommes Col 9 20 Men PANEGOS A DA Fotal Number Nombre total 100 2 -Col 8 =-Women Col 7 AIR Industrial Sector Branche d'activité Aboriginal Peoples Autochtones Men Gol 6 2-Total Number Nombre fotal Col 5 2-CANADIAN AIRLINES INTERNATIONA Province / Territory (specify)
Province / territore (preciser) 30 22 22 Women N, VA Col 4 5 × 80 F All Employees Tous les salariés 125 サキャングラク 142 298 49 000 121 168 === Men Cot 3 Total Number Nombre total 61 0 52 468 296 518 218 52 17 166 2 lo National (Canada) National (Canada) Quarter Top and bottom of salary range Maximum et minimum de l'echelle de remuneration - 59,999 & OVER \$ 55,000 - 59.119 000 253 de ... 000'01 22.500 24.199 000'0L ¢ 127.293 000'0L # 1.22,500 - 24.999 1 30 m - 34 399 COO OL OF OVER P NYFK \$ 15.00C 17.499 Col 1 E OVER × Occupational Groups Categories professionnelles Middle or other managers Cadres infermediaires et NOTE See instructions NOTA Voir instructions Upper level managers Semi-professionals and Seini professionnels et Name of Business Nom de l'entreprise Cadres superieurs Lucation-Endroit l oremen/women Professionals Professionnels Confremaitres autrescadres Supervisors technicians techniciens

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Trefers to the lowest salary quarter, 4 refers to the highest salary quarter/ Trepresente les salares du quart le mons eleve, 4 represente les salarres du quart le p.'us eleve .



Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries-temporaires.

form 2 Part A. Page 2 Formulaire 2

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions												Formulaire	alle - rather	, L
NOTA Voir instructions	Top and bottom			All Employees		A	Aboriginal Peoples Autochtones		Persor	Personnes handicapees	res res	Members	Members of Visible Minorities Membres des minorites visibles	arities
Occupational Groups Categories professionnelles	Maximum et minimum de	Quarter	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
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	4	4	52	#	9	-	-		W.	e)		N	- 0	2 11.
Sales workers	\$ 45000	m	1727	930	197	7	n	#	82		=	1	٥ ر <del>د</del>	100
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Service workers	54.999		1.192	184	200	<b>9</b> (	,	١-	3 6	F-r	,	84	747	t
Employes du secteur des	\$ 2,500	7	859	268	59	n	¥	-	7	)		, oc	+	7
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Skilled crafts and trades	\$55,000	4	S	£	<u>.</u>	- 3		•	¥ -	2		61	611	
workers	- 59 499	m	1290	(۲	3	¥-	-		90	_	-	38	4) 00	
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Other manual workers	- 1999		นโ	+	_						:	C	: N	
Autres travailleurs manuels	\$ 15,000	7	32	26	2	8	7			:		) ) (	? ત	
	- 17,499	-	2	2.										0
TOTAL NUMBER OF EMPLOYEE	OF EMPLOYEES		13,612	8,475	5,137	56	37	5	182	154	48	770	244	32%
NOMBRE TOTAL DE SALARIES	DE SALARIES												(	BARK

1 MF 3871 (9 80) P.7

Treters to the lowest salary quarter, 4 refers to the highest salary quarter!
Trepresente les salaires du quart le moins eleve. 4 represente les salaires du quart le plus eleve

Employment and Immigration Canada Emplor et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

formulaire 2 Partie B, Page 1

Women (01 13 Members of Visible Minorities Membres des minorites visibles Reporting Period: Periode de rapport Men Col 12 Total Number Nombre total Col 11 Women Col 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men Col 9 IRAN SPOT TATION Total Number Nombre total Col 8 Women Col 7 Industrial Sector: Branche d'activité Aboriginal Peoples Autochtones Men Col 6 Total Number Nombre total Col S Province / Territory (specify)
Province / territoire (preciser) Women Col 4 LANT FINTONAL All Employees Tous les salariés Men Col 3 Total Number Nombre total Col 2 2 CANADIAN AIFLANES Quarter National (Canada) National (Canada) Top and bottom of salary range Maximum et minimum de l'echelle de remuneration - 29.999 - 44,999 \$ 25,000 12,500 \$ 30,000 - 34,999 19,949 Col 1 A Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et NOTE See instructions NOTA Voir instructions Upper level managers Cadres superieurs Semi-professionals and Semi-professionnels et Name of Business Nom de l'entreprise Lorementes Location Endroit Professionals Professionnels autres cadres Surveillants technicians techniciens

1 MIT 1886 (9 86) F 1

Trefers to the lowest salary quarter: 4 refers to the highest salary quarter! Trepresente les salaires du quart le moins éleve; 4 represente les salaires du quart le plus eleve



Use separate Parts for permanent full time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires 4

Employment and Immigration Canada Employ et Immigration Canada

formulaire 2 Partie B. Page 2

NOTA Voir instructions	Top and bottom			All Employees Tous les salarres		At	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handkapées	ities	Member	Members of Visible Minorities Membres des minorités visibles	visibles
Occupational Groups Categories professionnelles	Maximum el minimum de l'echele de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
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	\$22,800	4	23	۲ ا	ત્ર '		:					٥		0
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Skilled crafts and trades	\$ 27,500	4			-		:	1		:				:
workers	- 29.999	m:				1	1 1	1						
artisans		7.					:		:					
	\$25,000	4	25	47	-	-	_		- 1	- 1	- 1	- 1	:	-
Semi-skilled manual workers	- 27,499	. ~	- <del>-</del>	241	_				4	7 (		+ [	+ 7	
Travailleurs manuels	2,500	7	250	281	6	Ŧ.	Ŧ		n	2		٠. ا <sup>د</sup>	3 1	
	- 4.999	-	30	01,			1					1		
		4:									:			
Other manual Workers		-		:		:								
Autres travalled to the state of the state o	512,500	- <del>-</del> -	-											
TOTAL NUMBER OF EMPLOYEES	DF EMPLOYEES		1 022	922	10	1.1	-	_	20	01	0	141	287	54
NOMBRE TOTAL DE SALARIES	DE SALARIES		CCLI	777				,						

. Trefers to the lowest salary quarter, 4 refers to the highest salary quarter! I represente les salaires du quart le moins eleve. 4 represente les salaires du quart le moins eleve.

Employment and Immigration Canada Emplor et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN\*

Part A Partie A 322 32 52 33 39 8 28 + 00 7 7 7 5 Col 12 m Members of Visible Minorities
Membres des minorites visibles Form 844 Men 2.8 98 841 18 -22 2 t 5 00 Col 11 00 6 1979 Total Number Nombre total 20 770 Reporting Period: Periode de rapport: 20 30 5 3 37 173 95 1 Col 10 6 19 28 S NEW TOP OF BY Women 6 loo 8± + R 3 S 3 S 2 0 Persons with Disabilities Personnes handicapees Men 30 134 7 33 2 32 6 9 Ø Col 8 industrial Sector Branche d'activite Total Number Nombre total 42 から 9 182 3 2 9 9 47 Col 7 S 2 Women ÷ Gol 6 6) 3 + N 0 Aboriginal Peoples Autochtones Men Province / Territory (specify) Province / territore (preciser) 3 + Col S 0 7) in Fotal Number Nombre total Col 4 2 LNT! PINTINAL 3 3 w R S 2 0 ri 7 3 157 Women 18:1 1,153 σ 5,137 35 30 213 194 285 118 263 141 Col 3 8 43 All Employees Tous les salariés Men. Hommes 2,105 1522 5 8,475 190 300 1.68 1,187 0 Col 2 G 24% 8 National (Canada) National (Canada) AIR. TR. Total Number Nombre total 3,160 29 13,612 35 778 3,258 191 612 2.01! रुष 100 33 3 E 2 CANALIAM Ø TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES and over SALARY RANGES ECHELLES DE REMUNERATION 666'69\$ 000'05\$ \$10,000 - \$14,999 \$22,500 - \$24,999 \$25,000 - \$27,499 \$27,500 \$29,999 \$30,000 \$34,999 \$40,000 - \$49,999 Under \$10,000 \$15,000 - \$17,499 \$17,500 \$19,999 \$20,000 - \$22,499 \$35,000 \$39,999 NOTE See instructions NOTA Voir instructions Name of Business Nom de l'entreprise \$ 70,000 Location Endroit

1 Mt. 1846 (9 86)

Use separate Parts for permanent part time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries. Temporaires

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Employment and framigration Cahada — Emplored framigration Cahada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL\*

formulane 3 Partie B

54 femmes Women Col 12 7 7 4 0 5 6 Membres of Visible Minorities Membres des minorites visibles Men 87 84 # 2 Col 11 21 1989 Total Number Nombre total 0 3 30 17 26 9 141 Reporting Period Periode de rapport Col 10 AIR TRANSPORT Women 3 9 3 6 IO Persons with Disabilities Personnes handicapees Men 0 2 2 Col 8 4 2 Industrial Sector Branche d'activité Total Number Nombre total 22 2 (0) 3 2 പ Women 2 2 2 Col 6 Aborig Peoples Men Hommes Province / Territory (specify)
Province / territoire (preciser) eg. + N Col 5 6 Total Number Nombre total 2 ત 2 3 N Col 4 CANADIAN AIRLINES INTERNATIONAL 101 235 Women 186 401 132 7 22 167 Col 3 All Employees Tous les salaries 422 Men Hommes 320 7 93 귅 2 古 184 8 5 Col 2 National (Canada) National (Canada) Total Number Nombre total 260 Š 296 58 1933 京 2 506 8 52 Col 1 × TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES and over \$40,000 - \$49,999 SALARY RANGES ECHELLES DE REMUNERATION \$30,000 \$39,999 \$10,000 \$12,499 \$12,500 \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$24,999 825,000 \$29,999 Under \$2.500 Mouns de \$2.500 \$5,000 \$7,499 87,500 - \$9,999 \$2,500 \$4,999 NOTA Voir instructions \$50,000 Nom de l'entreprise Name of Business toxation Endroit

1 Mr. 1849 (9 84)

the separate Parts for permanent full time and temporary employees truiser les salaires temporaires truiser les salaires pour les salaires temporaires.

Employment and Immigration Canada Emploret Immigration Canada

4 Partie A form

PERMANENT FULL-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Women Col 12 36 上 3 4 Members of Visible Minorities Membres des minorites visibles 33 2 3 Men 3 2 3 S 2 Col 11 19 89 Total Number Nombre total 3 7 2 79 R 3 2 Cot 10 2 14 -Reporting Period: Période de rapport KANSPORT Women Col 9 Persons with Disabilities Personnes handk apees Men Col 8 Total Number Nombre total Industrial Sector Branche d'activité Col 7 d Women Gol 6 Aboriginal Peoples Autochtones Men Col S 13 Province / Territory (specify) Province / territoire (preciser) Total Number Nombre total Col 4 2 INTERNATIL 9L Women 3 26 2 229 # 2 Col 3 80 ₹ All Employees Tous les salaries Men 235 8 44 5 Col 2 Ñ 9 8 5 9 ± AIRUNES Total Number Nombre total National (Canada) Hoth Col 34 2 42 3 158 29 6 Ξ 13 б CANADIAN Ø TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Caregories professionnelles semi professionals and technicians semi professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans f mployes du secteur des services Semi-skilled manual workers Travailleurs manuels specialises i mployes du secteur de la vente Other manual workers Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Lipper level managers Cadres superieurs Name of Business Nom de l'entreprise Clerical workers Employes de bureau Confremantres ocation Endroit Service workers Professionals Sales workers Surveillants

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires \*

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NOTA You instructions

Employment and Immigration Canada — Emplored Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED\*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Partie H

4

formulaire

25 0 5 Women femmes (04 12 Members of Visible Minorities Membres des minorites visibles 22 Men 33 59 4 Col 11 Total Number Nombre total 1989 84 22 48 = Col 10 Reporting Period Periode de rapport Women 6 100 AIR IRANSPORT Personnes handicapees Mommes Cot 8 2 2 Total Number Nombre total 2 Industrial Sector Branche d'activité (10) 3 Women gol 6 Aborrginal Peoples Autochtones Men Hommes 17 Col 5 d 3 S Province / Territory (specify) Province / territoire (preciser) Total Number Nombre total و 2 3 Col 4 IN TERNATIONAL 218 Women 12 83 د N Col 3 All Employees Tous les salarres オース 232 Men Hommes 27 153 Col 2 AIRLINES Total Number Nombre total National (Canada) National (Canada) **C**30 154 236 2 238 Col 1 CANADIAN K TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Ladres intermediaires et aufres cadres Occupational Groups Categories professionnelles Semi professionals and technicians semi professionnels et techniciens t imployes du secteur des services skilled crafts and trades workers Semi skilled manual workers Travailleurs manuels specialises Sales workers Imployes du secteur de la vente Travailleurs qualifies et artisans Other manual workers Autres travailleurs manuels Upper level managers Cadres superieurs i lei ical workers i inployes de bureau Name of Business Nom de l'entreprise Confrematives bervice workers Lucation Endroit Professionals Professionnels Supervisors

Use separate Paris for permanent full time and tempurary employees. Unisee les autres parties pour les safaries permainents a temps plein et les safariès tympuraires

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Employment and Invingration Canada - Emploret Inuniquation Canada

## PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Partie A S formulaire

Women femmes CO 12 3 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaires promus (les salaires promus aurouis de l'annee doivent être inscrits seulement dans la catégorie professionnelle a laquelle ou a l'interieur de laquelle ils ont ete promus en derinei Men N 11 100 5 5 Reporting Period.

Periode de rapport Total Number Nombre total Col 10 3 00  $\infty$ AIR IRAMSPORT Women 6 103 Persons with Disabilities Personnes handicapees Men Hommes Col 8 3 3 Total Number Nombre total Industrial Sector Branche d'activité Col 7 3 3 Women Gol 6 Aboriginal Peoples Autochtones Men Col 5 Ē Province / Territory (specify)
Province / territore (preciser) Total Number Nombre total Col 4 TAMERNATIONAL Women 2 59 32 3 R 200 # Col All Employees Tous les salariés Men Hommes 128 125 3 Col 2 3 5 22 2 # 3 = 5 AIRLINES Total Number Nombre total National (Canada) 187 + 93 681 Col 1 # 74 3 = CANADIAN TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS X Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS semi professionals and technicians Semi professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans I mployes du secteur des services Semi skilled manual workers Travailleurs manuels specialises Sales workers Employés du secteur de la vente Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Other manual workers Upper level managers Cadres superieurs imployes de bureau Name of Business Nom de l'entreprise uremen/women ocation findroit Service workers . lerical workers . ontremartres Professionnels Professionals Supervisors

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Use separate Parts for permanent part time and tempurary employees. Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires



Employment and Immigration Canada Emploret Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

5 Partie 8 Formulaire

Canada Women Col 12 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salavids promot lets salavids promot and interieur de faquelle its onlette promote of enterier the faquelle its onlette promote of the promote of the promoted of the promote Hommes Col 11 Men 19 Reporting Period Periode de rapport Total Number Nombre total Col 10 AIR IRANSPORT Women 6 100 Persons with Disabilities Personnes handicapées Men Hommes Col 8 Total Number Nombre total Industrial Sector Branche d'activite Col 7 Women Col 6 the separate Parts for permanent full time and temporary employees. Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires Aboriginal Peoples Autochtones Men Col 5 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col 4 CANADIAN AIRLINES INTERNATIONAL Women Col 3 All Employees Tous les salarrés Men Col 2 Total Number Nombre total National (Canada) Col 1 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres infermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE FOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionnels et technicians Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans semi skilled manual workers Travailleurs manuels specialises t mployes du secteur de la vente Autres travailleurs manuels Other manual workers NOTE See instructions NOTA Voir instructions Upper level managers Cadres superieurs Employes de bureau Name of Business Nom de l'entreprise oremen/women Clerkal workers Service workers Location-Endroit Contremaitres Sales workers Professionals Professionnels Surveillants

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Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED\*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

NOTE See instructions NOTA Voir instructions			CESSATIO	PERMANENT FULL-TIME EMPLOYEES TERMINATED* ONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMP	ULL-TIME EMP ONS: SALARIE	LOVEES TERM S PERMANEN	PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*	. N			Form	re 6 Parte
Name of Business Nom de l'entreprise.	N AIRLINES		LATERAGTICALA.		4	Ber	Industrial Sector: Branche d'activité.	AIR	RANBROOT	15		
Location Endroit	tiona		Province Province	4 4	(y)				Reporting Period: Periode de rapport	\$961 mode		
		All Employees Tous les salarrés			Aboriginal Peoples Autochtones	les	Pers	Persons with Disabilities Personnes handicapees	lies	Memb	Members of Visible Minorities Membres des minorités visibles	orities
Occupation al Groups Categories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col 2	Col 3	Col 4	Col S	Gol 6	Col 7	Cot 8	6 IOO	Col 10	Col 11	Col 12
Lipper level managers Cadres superieurs	7	7										
Middle or other managers Cadres intermediaires et autres cadres	09	4-3	11				2	-	-	2	2	
Professionals Professionnels	22	5	د				7	-		J	+	2
Semi-professionals and technicians Semi-professionnels et techniciens	नश	33	-	-	-		3	6				
Supervisors	15	#1	-				-	-		-	-	
Luremenwomen	21	11	4	-	_							
Clerical workers Imployes de bureau	7	61	57				2		N	6	ત	7
Sales workers Employes du secteur de la vente	25	31	25	-		-	-		-	7	-	-
Service workers Employes du secteur des services	48	37	5	-		-	-	-		6	Ŋ	7
skilled crafts and trades workers Travailleurs qualifies et artisans	\$	111								%	8	
Semi skilled manual workers Travailleurs manuels specialises	23	20	3	-	-					2		2
Other manual workers Autres travailleurs manuels	5	5										
TOTAL NUMBER OF EMPLOYEES TERMINATED MOMERE TOTAL DE CÉSSATIONS DE L'ONCTIONS	1971	782	175	<b>Y</b> 0	K	8	=	7	4	33	17	16
1 ndP 1872 (9 86)	Use senarate Pa	the senarate Parts for permanent part time and teminisary employees	nart time and te	minorary emuloye	94							

1146 1872 (9.86)

Use separate Parts for permanent part time and temporary employees
 Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires

Finployment and Immigration Canada - Emploret Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIES PERMANENTS À TEMPS PARTIEL\*

Form formulaire 6 Partie

Canadä Women Col 12 3 N S Members of Visible Minurities Membres des minorites visibles 5 Men -**±** N (0) 11 Total Number Nombre total Cot 10  $\infty$ S 0 + 19 Reporting Period Periode de rapport IRANSPORT Women 3 3 Col 9 Persons with Disabilities Personnes handicapees Men Col 8 AIR Total Number Nombre total Industrial Sector Branche d'activité 3 # Col 7 Women 9 IOO Aboriginal Peoples Autochtones Men 3 Col 5 4 Province / Territory (specify)
Province / Territoire (préciser) Total Number Nombre total 3 Col. 4 INTERNATIONAL Women 57 4 5 18 4 Col 3 All Employees Tous les salaries Men 143 84 Col 2 5 무 AIRLINES Total Number Nombre total National (Canada) 230 4 1 100 84 ٥ 8 CANADIAN Middle or other managers Cadres intermediaires et autres cadres LUTAL NUMBER OF EMPLOYEES LERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Occupational Groups Categories professionnelles semi professionals and technicians skilled crafts and trades workers imployes du secteur des services Semi skilled manual workers Travailleurs manuels specialises I niployes du secteur de la vente travailleurs qualifies et artisans Other manual workers Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Lipper-level managers Cadres superieurs Llencal workers imployes de bureau Name of Business Nom de l'entreprise Contremaitres vervice workers ocation Endroit Professionals Sales workers Surveillants

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Use separate Parts for permanent full time and temporary employees

Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaries

Limpleyment and humigration Canada - Limptor of humigration Canada

2 Parth, Page 1

Reporting Period Periode de rapport torm Designated CMA (spenify) NMR designee (preciser) AR TRANSPORT OCCUPATIONAL GROUPS. PERMANENT FULL TIME EMPLOYEES CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN\* Industrial Sector Branche d'activité NEWFOUNDLAND 5 Province / Territory (specify) Province / Territore (preciser) INTERNATIONAL  $\boxtimes$ CANADIANI AIRLINES National (Canada) National (Canada) NOTE Seemstructions NOTA Voir instructions Name of Business Nom de l'entreprise ocation Endroit

nonties	<b>Мотен</b> <i>femmes</i>	(01.13												
Members of Visible Minorities Membres des minorites visibles	Men Hommes	Cot 12												
Membe	Intal Number Nombre total	(0) 11					•1							
ties	Women	(o) 10												
Persons with Disabilities Personnes handicapees	Men	6 10)												
Person Person	Total Number Nombre total	Col 8												
	Women	Col 7											:	
Aboriginal Peoples Autochtones	Men	Col 6												
Ab	Total Number Nombre total	Col S					-							
	Women	Col 4				-								
All Employees Fous les salarres	Men	Col 3			2							2	-	-
1	Fotal Number Nombre total	Col 2			2	۲-		<u> </u>				2	-	-
:	Quarter		4 %	7	٧ ~	~ -	4 ~	~ -	4 w	~ -	4 ~	7 -	4 ~	~ -
Top and bottom of salary runge	Techelle de remuneration	Col 1			445.000	40,000						#40,000 - 44.949	000000	00000
Occupational Grouns	Categories professionnelles		Upper level managers	canaca anhericana	Middle or other managers	cadres intermediaries et autres cadres	Professionals	Professionners	Semi professionals and technicians	semi professionners et fechinciens	Supervisors	Surveillants	nemen/women	Confrementes

Use separate Parts for permanent part time and temporary employees. Utiliser les autres parties poor les salaries permanents à temps partiel et les salaries temporaires

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•• Trefers to the lowest salary quarter, 4 refers to the highest salary quarter.
Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve.



Form 2 Part A. Page 2 Formulaire 2

Women Col 13 Members of Visible Minorities Membres des minorites visibles Men Col 12 Total Number Nombre total Col 11 Women Col 10 Persons with Disabilities Personnes handicapées Men 6 10 ) Total Number Nombre total Col B Women Cot 7 Aboriginal Peoples Autochtones Men 9 10) Total Number Nombre total Col 5 Women 50 2 22 Col 4 All Employees Tous les salaries Men te 17 Col 3 4 Quarter Total Number Quart Nombre total 4-Col 2 2 -69 Top and bottom of salary range Maximum et minimum de l'echelle de remuner temuner temuner ton - 44,999 - 34,444 30,000 #25.000 -27,4419 541rs \$30,000 30,000 \$ 40,000 144.999 35.000 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES 00 Semi-skilled manual workers Travailleurs manuels specialises Occupational Groups Categories professionnelles Autres travailleurs manuels Sales workers Employes du secteur de la vente t mployes du secteur des Skilled crafts and trades workers Travailleurs qualifies et Other manual workers NOTE See instructions NOTA Voir instructions Clencal workers Employes de bureau Service workers services artisans

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f imployment and Immigration Canada - Emptor et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PARTIEL\*

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(01.13 Members of Visible Minauties Membres des minorites visibles Reporting Period. Periode de rapport Men Col 12 Total Number Nombre total Col 11 Women Col 10 Designated CMA (specify)
RMR designee (preciser) Persons with Disabilities Personnes handicapees Men 6 los AIR TRANSPORT Total Number Nombre total Col 8 Women Col 7 Industrial Sector Branche d'activité NEW FOUND AND Aboriginal Peoples Autochtones Men g los Total Number Nombre total Col 5 Province / Territory (specify)
Province / territore (preciser) Women Col 4 CANADIAN AIRLINES INTERNATIONAL All Employees Tous les salariés Men Col 3 × Fotal Number Nombre total Col 2 Quarter National (Canada) lop and bottom of salary range Maximum et minimum de l'echelle de remuneration Col 1 Occupational Groups Categories professionnelles Middle or other managers Cadres infermediaires et NOTE See instructions NOTA Voir instructions Upper level managers Cadres superieurs Semi professionals and Semi professionnels et Name of Business Nom de l'entreprise Contremaitres Location Endroit Professionals Professionnels autres cadres Supervisors technicians techniciens

Use separate Parts for permanent full time and temporary employees. Unliser le lautres parties pour les salaines permanents a temps plein et les salaires Temporaires. .

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Trefers to the lowest salary quarter, 4 refers to the highest salary quarter! Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve.



Form Partie Paye 2

Employment and Immigration Canada Employet Immigration Canada

Col 13 Members of Visible Minorities Membres des minorites visibles Men Col 12 Total Number Nombre total (0) 11 Women (01 10 Persons with Disabilities Personnes handicapees Men 6 (0) Total Number - Nombre fotal Cot B Women (0) Aboriginal Peoples Autochtones Men 9 10) Total Number Nombre total Col S Women 36 のる中 Col 4 All Employees Tous les salaries Men Col 3 して十る 2 S Total Number Nombre total 4000 E かかのり Col 2 57 Quarter lop and bottom
of salary range
Maximum et
minimum de
l'echelle de \$25,000 - 27,499 15,000 5,000 2,500 TOTAL NUMBER OF EMPLOYETS NOMBRE TOTAL DE SALARIES Semi-skilled manual workers Travailleurs manuels specialises Occupational Groups Categories professionnelles Other manual workers Autres travailleurs manuels Sales workers Imployes du secteur de la vente Service workers Employes du secteur des Skilled traffs and trades workers Travailleurs qualifies et NOTE See instructions NOTA Voir instructions Clerical workers Employes de bureau Services difisans

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Employment and humigration Canada — Employed Immigration Caracta

SALARY SUMMARY, PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL, SALARIES PERMANENTS A TEMPS PLEIN\*

NOTE See astructions NOTA Voir instructions			2.5	ALARY SUMMA ROFIL SALARIAL	ARY PERMAN	ENT FULL-TIN	SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN*				from formulaire	3 Partie A
Name of Business Nom de l'entreprise	CANADIAN AIRLINES L'AITERNATIONAL	AIRLINE	LNIE	RNATIONAL	Lie.		Industrial Sector Branche d'activite	AIR	IRANSPOR.	. 30		
Location Endroif	National	National (Canada) National (Canada)	Z	Province / Territory (specify) Province / territoire (preciser)	ry (specify)	NEW	NEWFOUNDLAND		Релос	Reporting Period Periode de rapport	6961	
A PROPERTY OF THE PROPERTY OF		All Employees Tous les salaries		q	Abonguist Peoples Autochtones		Pers	Personns with Disabilities Personnes handicapees		Memb	Members of Visible Minorities Members des minorites visibles	inties
CHELLIS DE REMUNE KATION	lotal Number Nombre total	Men Hommes	Women	lotal Number Nombre total	Men Hommes	Women	fotal Number Nombre total	Men Hommes	Women	lotal Number Nombre total	Men	Women femmes
	1 100	Col 2	Col 3	Col 4	Col 5	(ol 6	Col 7	(of B	Cot 9	Col 10	(of 11	Col 12
Under Moins de \$10,000												
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656 67\$ 00577\$												
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835,000 \$39,999	7	7										
\$40,000 \$49,999	ڌ	15	-									
\$50,000 \$49,999	-	-										
\$70.000 and over												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	69	L+h	22									

115 Separate Parts for permanent part time and temporary employees.
Ut less dissaures parties pour less salaires premisarents a remps partier et les salaires temporaires.

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3 Partie B

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SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PARTIEL\*

Women (1) Members of Visible Minorities Membres des minorites visibles Men Hommes Col 11 6861 Total Number Nombre total Reporting Period Periode de rapport Col 10 AIR IRANSPORT Women 6 100 Persons with Disabilities Personnes handicapees Men Hommes Col B Industrial Sector Branche d'activité NEWFOUNDLAND Total Number Nombre total (10) Women Gol 6 CANINDIAN AIRLINES INTERNATIONAL LTD Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify)
Province / Territoire (precised) Col 5 Total Number Nombre total Col 4 X Wumen 35 J. 4 + σ S € TO σ All Employees Tous les salaries Men 9 S R S ( ol 2 7 National (Canada) National (Canada) Total Number Non bre total 5 1 10 Z 0 S σ 9 S 5.7 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES \$50 000 and over SALARY RANGES CCHLLLES DE HEMUNERALION \$17,500 \$19,999 \$25,000 \$29,999 \$40,000 \$49 999 \$30,000 \$39,999 \$10,000 \$12,499 \$12,500 \$14,999 \$15,000 \$17,499 \$20,000 \$24,999 Under Morris de \$7,500 \$2 500 \$4,999 \$5 000 \$7,499 66663 00573 NOTA Voicinstructions Name of Bosmess Nomide Fentreprise tocation tridroit

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Use separate Parts for permanent full time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps plein et les salaires temporaires

Triployment and Immeration Canada Employet Immeration Canada

formulaire 4 Partie A

Reporting Period Periode de rapport AIR IRANSPORT Persons with Disabilities Personnes handicapees PERMANENT FULL-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIES PERMANENTS À TEMPS PLEIN\* Industrial Sector Branche d'activite NEWFOUNDLAND Aboriginal Peoples Autochtones 4 Province / Territory (specify) Province / territorie (preciser) CANADIAN AIRLINES INTERNATIONAL × All Employees Tous les salarres National (Canada) NOTA Your instructions Name of Business Nom de l'entreprise Location Indicort

Women Col 12 8 Members of Visible Minorities Membres des minorites visibles Men Col 11 Ø Total Number Nombre total Col 10 8 Women Col 9 8 Men Col 8 S Total Number Nombre total Col 7 B Women Col 6 8 Hommes Col 5 Men 8 Total Number Nombre total Col 4 8 Women 8 Col 3 Men Col 2 8 Total Number Nombre total Col 1 4 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles semi professionals and technicians semi professionnels et techniciens Service workers I mplayes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises I mployes du secteur de la vente Other manual workers Autres travailleurs manuels Upper level managers Cadres superieurs Lieuxal workers Limployes de bureau Confrementes Professionals Sales workers Surveillants

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Use separate Parts for permanent part time and tempirirary employees. Utiliser les autres = "stes pour les salaries permanents a temps partiel et les salaries temporaires \*

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PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form formulaire 4 Partiell

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Use separate Parts for permanent full time and temporary employees.

Uniser les autres parties pour les salaires permanents a temps plein et les salaires temporaires.

NOTE See instructions NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Formulaire

5 Partie A

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Use separate Parts for permanent part time and temporary employees. Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires

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Employment and Immigration Canada Emploret Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIES PERMANENTS À TEMPS PARTIEL\*

5 Partie H Form

1989 Reporting Period Periode de rapport AIR TRANSPORT Industrial Sector Branche d'activité NEWFONDLAND Province / Territory (specify) Province / territoire (préciser) CANADIAN AIRLINES LATERABLICHEL **₩** 

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NOTE See instructions NOTA Voir instructions

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Employment and Immigration Canada Emploret Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED\*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form formulaire 6 Partie A

Feminies Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 6861 Total Number Nombre total Col 10 Reporting Period Periode de rapport AIR IRANSPORT Women 6 00 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Industrial Sector: Branche d'activité (o) / NEWFOUNDLAND Women Col 6 Aboriginal Peoples Autochtones Men Col S 10 Province / Territory (specify) Province / Territoire (préciser) Total Number Nombre total Col 4 CANADIAN AIRLNES INTERNATIONAL Women Col 3 R All Employees Tous les salariés Men Col 2 Total Number Nombre total National (Canada) Col 1 Middle or other managers Cadles intermediaires et autres cadres Occupation al Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi professionals and technicians Semi professionnels et techniciens f mployes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises imployes du secteur de la vente Iravailleurs qualifies et artisans Other manual workers Autres travailleurs manuels NOTE See instructions
NOTA Voir instructions
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Use separate Parts for permanent part time and temporary employeus. Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires. .

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Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIES PERMANENTS À TEMPS PARTIEL\*

Partie B

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formulaire

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN\*

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Use separate Parts for permanent part time and temporary employees Utiliser les autres parties pour les safaries permanents a temps partiel et les safaries temporaires

Employment and Immigration Canada Employee Immigration Canada

Page

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Employment and finding alteo Canada - Employed humigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*

tummlane 2 Partie B. Page 1 Women Col 13 6861 Members of Visible Minorities Membres des minorites visibles ... Trefers to the lowest salary quarter. A refers to the highest salary quarter!
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Use separate Parts for permanent full time and temporary employees.
Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires.

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SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\*
PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN\*

NOTE See instructions NOTA Voir instructions			v 5	SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN*	ARY: PERMAN L: SALARIES P	ERMANENTS	A TEMPS PLEIN				turm turmulane	3 Partie A
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Use separate Parts for permanent part time and temporasy employees
 Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires

NOTE See instructions

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SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS A TEMPS PARTIEL\*

formulane 3 Partie B

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formulaire & Partie A

Women Col 12 E Members of Visible Minorities Membres des minorites visibles Men Col 11 B 1989 Total Number Nombre total Col 10 E Reporting Period Période de rapport AIR IRANSPORT Women 6 10) E Persons with Disabilities Personnes handicapees Men (ol 8 B Total Number Nombre total PERMANENT FULL TIME EMPLOYEES HIRED\*
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Use separate Parts for permanent part time and temporary employees
 Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

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NOTA VOI INSTRUCTIONS
Name of Business
Nom de l'entréprise

PERMANENT PART-TIME EMPLOYEES HIRED\*
RECRUTEMENTS: SALARIES PERMANENTS À TEMPS PARTIEL\*

Industrial Sector Branche d'activité

AIR IRANSPORT

4 Partie

form formulane

19 89 Reporting Period Periode de rapport NOVA SCOTIA INTERNATIONAL LTD. Province / Territory (specify)
Province / territoire (preciser) × AIRLINES National (Canada) National (Canada) CANADIAN Location Endroit

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PERMANENT FULL-TIME EMPLOYEES PROMOTED\*
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PLEIN\*

NOTE See instructions NOTA Voir instructions Name of Business Nom de l'entreprise Location-Endroit

5 Parte A form 6861 Reporting Period Periode de rapport AIR TRANSPORT Industrial Sector Branche d'activite Scotta Nova Province / Territory (specify)
Province / territoire (preciser) 1 INTERNATIONAL K AIRLINES National (Canada) CANADIAN 

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Use separate Parts for permanent part time and temporary employees Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires

Employment and Immigration Canada — Emploret Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Formulane 5 Partiell

Women femmes Col 12 O Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salavies promoted is salavies promots de Tamee doivent être inscrits seulement dans la categorie professionnelle a Jaquelle ou a l'interie in de laquelle its ont eté promus en dermen) 6861 Men Col 11 8 B Reporting Period.

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Use separate Parts for permanent full time and temporary employees

Utiliser les autres partres pour les salarrés permanents a temps plein et les salarres remporaires

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Employment and Immigration Canada Emploret Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

6 Part A femmes Col 12 Women Members of Visible Minorities Membres des minorites visibles Form Formulaire Men Hommes Col 11 1989 Total Number Nombre total Col 10 Reporting Period Periode de rapport AIR TRANSPORT Women 6 loo Persons with Disabilities Personnes handicapees Men Hommes Col B Total Number Nombre total Industrial Sector Branche d'activité Col 7 SCOTIA Women Col 6 NOVA Aboriginal Peoples Autochtones Men Hommes Col S 4 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col 4 INTERNATIONAL Women Col 3 2 പ All Employees Tous les salariés Men Hommes 0 Γ Col 2 CANADIAN AIRLINES Total Number Nombre total National (Canada) Col 1 3 Z 2 0 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi professionals and technicians finployes du secteur des services skilled crafts and trades workers Semi skilled manual workers Travailleurs manuels specialises t mployes du secteur de la vente Leavailleurs qualifies et artisans Other manual workers Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Lipper level managers Cadres superieurs t encal workers t inployes de bureau Name of Business Nom de l'entreprise петепенмотеп Location Endroit Service workers (onfremaifres Professionnels sales workers Professionals Supervisors

Use separate Parts for permanent part time and temporary employees

Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaries

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6 Partie B form

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Hommes (01 11 Total Number Nombre total 6861 Col 10 Reporting Period Periode de rapport AIR IRANSPORT Women 6 loo N 2 Persons with Disabilities Personnes handicapees Men 601 8 Total Number Nombre total Industrial Sector Branche d'activite (0) 2 L SCOTIA Women Col 6 Province / Territoire (preciser) Aboriginal Peoples Autochtones Men Hommes Col S Total Number Nombre total Col 4 NTERNATIONAL Women C lo 5 3 80 B All Employees Fous les salarres Men # Col 2 3 CANADIAN AIRLINES Total Number Nombre total National (Canada) National (Canada) Col 1 7 9 ٥ Middle or other managers Cadres intermedianes et autres cadres Occupational Groups Categories professionnelles LUTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS semi professionals and technicians semi professionnels et technicians skilled crafts and trades workers travailleurs qualifies et artisans Imployes du secteur des services sales workers I imployes du secteur de la vente Semi skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels Other manual workers NOTE See instructions NOTA Voir instructions Hipper level managers Clerical workers Employes de bureau Name of Business Nom de l'entreprise Luemen/women Lucation Endroit Service workers ( onfremaifres Professionals Professionnels Surveillants

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NOTE See instructions NOTA Voir instructions

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PLEIN\*

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68 61 (ol 13 Members of Visible Minorities Membres des minorites visibles Trepresente les salaires du quarter. 4 refers to the highest salair, quarter! Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve. Reporting Period Periode de rapport Men (01 12 Total Number Numbre fotal 11 10 ) Wumen Col 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men 6 10) IRANSPORT Total Number Nombre total Col 8 AIR Women C 10 7 Industrial Sector Branche d'activité Abonginal Peoples Autochtones Hommes were 9 (0) Men Total Number Nombre total Col 5 5 Province / Territory (specify)
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Trepresente les salaires du quart le moins eleve. 4 represente les salaires du quart le plus eleve

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Employment and Immigration Canada Emplor of Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

NOTE See instructions NOTA Voir instructions

form 2 Part B. Page 1

Women 1989 Col 13 Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport Men Col 12 Total Number Nombre total Cot 11 Women Col 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men 6 100 AIR TRANSPORT Total Number Nombre total Col 8 Women Col 7 Industrial Sector Branche d'activite Aboriginal Peoples
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Use separate Parts for permanent full time and temporary employees. Utiliser les autres parties pour les salaires permanents a temps plein et les salaires. Temporaires

Contremaitres

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SALARY SUMMARY, PERMANENT FULL TIME EMPLOYEES\*
PROFILS SALARIAL SALARIES PERMANENTS A TEMPS PLEIN\*

formulaire 3 Partic A

NOTE Secustractions NOTA Voicinstructions			P	ROFIL SALARIA	L. SALARIES P.	ERMANENTS	PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN"				Lormulaire	formulaire Fartie A
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666'68\$ 000'98\$	257	153	hol	-	-		7	7		S	S	
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Deciviparate Parts for permanent part rime and temporary emproyees.
 Undiser les autres parties pour les salaries permanents à temps partiel et les salaries Temporaires.

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SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL\*

torm 3 Parte

Women (1) Members of Visible Minorities Membres des minorites visibles Men Hommes Col 11 N 3 6861 Total Number Nombre total Reporting Period Periode de rapport 2 Col 10 3 AIR TRANSPORT Women 6 10) Persons with Disabilities Personnes handicapees Men 4 ColB 2 Industrial Sector Branche d'activité Total Number Nombre total 2 (10) 3 QUEGEC Women Col 6 Aboriginal Peoples Autochtones Men Province / Territory (specify)
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NOTA Voir instructions \$2,500 \$4,999 \$5,000 \$7,499 87,500 \$9,999 Name of Business Nomick Fentreprise \$50 000 ocation Endroit LMI 1849 (9 BU)

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PERMANENT FULL-TIME EMPLOYEES HIRED\*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

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vemi professionals and technicians semi professionnels et fechniciens											
Supervisors											
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Sales workers Imployes du secteur de la vente	-	۷									
Service workers I mployes du secteur des services											
Skilled crafts and trades workers Travailleurs qualifies et artisans	80								8	2	
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Other manual workers Autres travailleurs manuels	2										
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Utisse reparate Parts for permanent part time and temporary employees.
Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires

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PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL \*

Industrial Sector Branche d'activité

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Women (1) 17 Members of Visible Minorities Membres des minorites visibles Men Col 11 5861 Total Number Nombre total Col 10 Reporting Period Periode de rapport Women 6 100 AIR IRANSPORT Personnes handicapees Men Col 8 Total Number Nombre total (01.7 Women g loo Province / Territory (specify) Aboriginal Peoples Autochtones 5 Men Col S Total Number Nombre total CANADIAN AIRLINES INTERNATIONAL Col 4 23 Women Col 3 × All Employees Tous les salaries Men Col 2 0 3 Total Number Nombre total National (Canada) National (Canada) Col 1 0 3 Middle or other managers Ladres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi professionals and technicians Semi professionnels et fechniciens I mpluyes du secteur des services Skilled crafts and trades workers I imployes du secteur de la vente travailleurs qualifies et artisans Upper level managers Cadres superieurs Clerical workers Employes de bureau nemownemen acation Endroit Service workers (ontremaifres) Professionnels ales workers Professionals Surveillants

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaires permanents a temps piem et les salaires temporaires

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TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS

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Other manual workers

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PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIES PERMANENTS À TEMPS PLEIN\*

5 Partie A formulaire

Camada femmes Women Col 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees, promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus fes salaries promus au cours de l'annee doivent être inscrits seulement dans la categore professionnelle à laquelle ou a l'interieur de laquelle ils ont ete promoted). 1989 Men Cal 11 Reporting Period: Periode de rapport Total Number Nombre total Col 10 Women Col 9 AIR TRANSPORT Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Industrial Sector Branche d'activité Col 7 Women QUEBEC Gol 6 Abonginal Peoples Autochtones Men COI S Province / Territory (specify)
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Employment and Immigration Canada Employeet Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIËS PERMANENTS À TEMPS PARTIEL\*

5 Partie B form formulaire

Women Col 12 Members of Visible Minorities
Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus au cours de l'année doivent être inscrits seulement dans la categorie professionnelle à laquelle ou a l'intérieur de laquelle ils ont été promus en dermier) 1989 Men B Cot 11 Reporting Period: Periode de rapport: Total Number Nombre total 8 Col 10 S AIR TRANSPORT Women Col 9 Persons with Disabilities Personnes handicapees Men S Col 8 Total Number Nombre total 8 Industrial Sector Branche d'activité S Col 7 Women Col 6 QUEBEC Aboriginal Peoples Autochtones Men 5 Col 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total CANADIAN AIRLINES INTERNATIONAL Col 4 B Women Col 3 All Employees Tous les salariés Men Col 2 Total Number Nombre total National (Canada) 0 TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionals et techniciens Employes du secteur des services Skilled crafts and trades workers Travailleurs manuels specialises f mployes du secteur de la vente Travailleurs qualifies et artisans Semi-skilled manual workers Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Other manual workers Upper level managers Cadres superieurs tmployes de bureau Nom de l'entreprise Name of Business furemen/women Location-Endroit Clerical workers Service workers Sales workers Professionnels Confremailres Professionals Surveillants

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Lise separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaries .



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Employment and Immigration Canada Emplor et Immigration Canada

CESSATIONS DE FONCTIONES SALARIÉS PERMANENTS A TEMPS PLEIN\*

NOTE. See instructions NOTA. Voir instructions

Form formulaire 6 Partie A

Femmes Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Hommes (0) 6861 Total Number Nombre total Col 10 IRANSFORT Reporting Period. Women Col 9 Persons with Disabilities Personnes handicapees Men Col B AIR Total Number Nombre total Industrial Sector Branche d'activité Col 7 Quebec Women Col 6 Aboriginal Peoples Autochtones Men Col 5 2 1 Province / Territory (specify)
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Use separate Parts for permanent part-time and temporary employees

Uniser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires

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f mployment and Immigration Canada Emplor et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Industrial Sector Branche d'activite

form formulaire 6 Partie H

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 Total Number Nombre total Col 10 Reporting Period Periode de rapport AIR IRANSPORT Women 6 100 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Col 7 QUEBEC Women Col 6 Aboriginal Peoples Autochtones Men Col 5 4 Province / Territory (specify)
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Nom de l'entreprise Other manual workers Hipper level managers i inployes de bureau Ladres superieurs torementwomen ( lerical workers tocation Endroit Service workers Sales workers Professionnels (unfremaifres Professionals Surveillants

Use separate Parts for permanent full time and tempurary empluyees. Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires. .

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Employment and Immigration Canada — Employed Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

form formulaire 2 Partie A. Page 1

Women 6861 (01 13 Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport Men 4 (01 12 M. 0 Total Number Nombre total 11 10) # n 1 Women Col 10 Designated CMA (specify) RMR designee (préciser) Persons with Disabilities Personnes handicapees Hommes 6 10) Men IKANSFORT Total Number Nombre total Col 8 Women Col 7 Industrial Sector Branche d'activite Aboriginal Peoples Autochtones ONTARIO Men Gol 6 Total Number Nombre fotal Col S TNTERNATIONAL Province / Territory (specify)
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Uniser kes autres parties pour les salaries perr-time and temporary employees. Uniser les autres parties pour les salaries permanents a temps partiel et les salaries. Temporaires

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les	remuneration	Quart	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	2.5	tal Hommes		Men	Men Women Hommes Femmes
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	\$45,000	9.	20.0	25	رد	-	- :		2		٨	_	7 =	
Sales workers	- 49,919	m	348	E#1	661		:	: '	S.			<b>t</b>	C? +	_
	12,500	7	6 5	_6	44	-		<b>-</b> ; -	<b>₹</b>		-		-	- 9
	7 50 500		64	63	ā				7		-	-	1 1	
Service workers	- 54.919	· m	379	50	260	2	ત		·C			4		±
f mployes du secteur des services	15,000	~:	178	79	44	1			1		_ (	- (	25	35
	641-	-	344	#1	2.50	7	-	-	*		Y	*	4	$\downarrow$
Skilled crafts and trades	\$45,000	4 ~	= 4	= %	-			:	:					
urs qualifies et	2000	, ^	15	14				:	2.		7	7	:	-0
artisans	- 34,499	, -	-	7.					2		2	2	2   14	
	435,000	4	260	260		-	-		3		5	3	3	3 7 7
Semi skilled manual workers	- 39,449	~	ū	9										
Travailleurs manuels	12,500	7	49	\$	+								1	5
	- 149.19	-	641	C+1							_		0	1
	\$ 40,000	4	-	-					:			:		
Other manual workers	- 111,9119	۳				•		:	:					
	15,000	~ -	±-	<b>+</b> -	:	-	-	:						

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Trepresente for stallary quarter, 4 refers to the highest salary quartler for the plus eleve

Employment and financy atten Canada - Employ et financy attent Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL\*

NOTE See instructions NOTA Voir instructions

Name of Business Nom de l'entreprise

Location Endroit

form 2 Part B. Page 1

6 8 61 Reporting Period Periode de rapport

(01.13

Designated CMA (specify) RMR designee (preciser) AIR IRANSFORT industrial Sector Branche d'activité ONTARIO CANADIAN AIRLINES INTERNATIONAL Province / Territory (specify) Province / territorie (preciser) National (Canada) National (Canada)

Women Members of Visible Minorities Membres des minorites visibles Men Cul 12 Total Number Nombre total (ol 11 Women Col 10 Persons with Disabilities Personnes handicapees Men 6 10) Total Number Nombre total Col 8 Women (0) Aboriginal Peoples Autochtones Men Hommes Col 6 Total Number Nombre total Cot 5 Women Col 4 All Employees Tous les salarrés Men Col 3 Total Number Nombre total C 10 2 Quarter lop and bottom of salary range Maximum et minimum de l'echelle se remuneration \$27,500 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et Upper level managers Cadres superieurs Semi professionals and technicians Semi professionnels et Contremaitres Professionals Professionnels autres cadres Supervisors techniciens

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires

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Trefers to the lowest salary quarter, 4 refers to the highest salary quarter!

Trepresente les salaires du quart le moins eleve, 4 rx presente les salaires du quart le plus eleve

oups	_	:	7	All Employees Fous les salaries		đ	Aboriginal Peoples Autochtones	5	Perso	Personnes handicapees	ities	Membre	Members of Visible Millorities Membres des minorites visibles	visibles
urean	Techelle de	- E	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
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ecteur de la	7.500	, ~ .	02	พูร	25	-	-					00 F	чч	11
	4,444		2 4	2 4	2									
	005,71	3 m	0 m	J =	s ग्य							_	±	r) r
f mployes du secteur des services	7,500	7 -	0-8	3 %	416	-		-	-	-		702	#1	?∀9
Skilled crafts and trades		4 ~												
Travailleurs qualifies et		7												
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specialises	- 7,499		-									-		
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Autres travailleurs manuels		~ ~.									:			
TOTAL NUMBER OF EMPLOYEES	APLOYEES	-	11	220	201	,	-	-	2.	2		99	31	25
NOMBRE TOTAL DE SALARIES	SALARIES		170	2002		1	-	-						

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I refers to the lowest salary quarter, 4 refers to the highest salary quarter!
 I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve.

Employment and husingration Canada - Emplored financiation Caracta

## SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN\*

Part A Partie A

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Women 4 (10) 2 3 S + t 0 Members of Visible Minorities Membres des minorites visibles 124 25 77 Men 3 S 191 7 r() 2 0 N 3 (01 11 6861 Total Number Nombre total 2 164 3 28 23 34 52 \_ Reporting Period Periode de rapport + Col 10 3 8 Ξ TRANSPORT 7 Women 3 Col 9 S Persons with Disabilities Personnes handicapees AIR Men 22 2 8 100 1 S 2 K 3 Industrial Sector Branche d'activite Total Number Nombre fotal 34 Col 7 3 2 0 2 9 8 ONTARIO Women g los R 3 Aboriginal Peoples Autochtones 170 Men Province / Territory (specify) Province / territoire (preciser) 2 Col 5 3 1 INTERNATIONAL Total Number Nombre total 2 Cot 4 3 0 2 × Women 1,103 247 801 12 75 63 4 Col 3 159 218 19 吉 3 AIRLINES All Employees Tous les salaries 275 Men Hommes 1,756 213 89 00 290 4 185 9 36 434 7 (01.2 88 National (Canada) National (Canada) Total Number Nombre total 123 0 3,60 2,859 CANADIAN 1 100 1.52 557 1.40 179 0= 2.77 321 0 TOTA, NUMBER OF EMPLOYLES NOMINE TOTAL DE SALARIES and over SALARY RANGES FCHELLISDE REMUNERATION \$40,000 \$49 999 850,000 \$69 999 \$30,000 \$34,999 \$35,000 \$39,999 \$10,000 \$14,999 \$15,000 \$17,499 \$17 500 \$19,999 \$20,000 \$22,499 \$22,500 \$24,999 · \$25 000 \$27 499 666 67\$ 005 77\$ Under \$10,000 NOTE See instructions NOTA Voir instructions Name of Business Nom de l'entreprise \$ 70,000 Location Endroit

1 (2) 1 16-18 (2 86.)

Day separate Parts for permanent part time and temporary employees. Ortiner les autres parties pour les salaries permanents a temps partiel et les salaires. temporaires Employment and Immigration Canada — Employed Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\*
PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PARTIEL\*

Partie B

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form formulaire

25 Women 1 7 0 Col 12 + Membres of Visible Minorities
Membres des minorites visibles Men + 0 S 2 Col 11 3 1989 Total Number Nombre total 26 Reporting Period Periode de rapport Col 10 2 4 S J AIR IRANSPORT Women 6 10) Personnes handicapees Men Col 8 2 Industrial Sector Branche d'activité Total Number Nombre total (0) 2 ONTARIO Women g loo Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify)
Province / territoire (preciser) Col S 5 Fotal Number Nombre total Col 4 CANADIAN AIRLINES INTERNATIONAL 4 Ø Women 297 Col 3 5 25 0 スト 27 35 18 All Employees Tous les salarres Men 230 COI 2 25 3 2 89 13 Г 5 National (Canada) National (Canada) Total Number Norabre fotal 2 85 33 527 11 98 129 (0) 8 TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES and over SALARY RANGES LCHELLES DE REMUNERATION \$10,000 \$12,499 \$12,500 \$14,999 \$15,000 - \$17,499 666 613 005 213 \$20,000 \$24,999 \$25,000 \$29,999 \$30,000 \$39,999 \$40 000 \$49,999 Under Mouns de \$2,500 NOTE See instructions NOTA Voir instructions \$2 500 \$4,999 \$5,000 \$7,499 \$7,500 \$9,999 Name of Business Nom de l'entreprise \$50 000 toxation Endroit

Employment and Immigration Canada Emploret Immigration Canada

formulaire 4 Partie A Reporting Period
Periode de rapport AIR IRANSPORT PERMANENT FULL-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\* Industrial Sector Branche d'activité CHARIO 17 (3) Province / Territory (specify) CANADIAN AIRLINES INTERNATIONAL

National (Canada)

Location Endroit

NOTE See instructions
NOTA Voir instructions
Name of Business
Nom de l'entreprise

		All Employees Tous les salarres		d	Aboriginal Peoples Autochtones	es	Pers	Personnes handicapees	ties	Memt	Members of Visible Minorities Membres des minorites visibles	orities
Occupational Groups Categories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	1 (0)	Col 2	Col 3	Col 4	Col S	Col 6	Col 7	(ol 8	6 103	Col 10	(ol 11	Cot 12
tupper level managers Cadres superieurs												
Middle or other managers cadres cadres	Ŋ	-	7									
Professionals	7	-	_									
semi professionals and technicians	_	-										
Surveillants	6	7	-							-	-	
Contrematives												
Clerical workers Imployes de bureau	61	7	17				-		-	-		-
Sales workers Employes du secteur de la vente	25	10	7							-		-
Service workers Imployes du secteur des services	-	-										
Skilled crafts and trades workers Travailleurs qualifies et artisans	29.	29								+	4	
Semi skilled manual workers Travailleurs manuels specialises	5	<u>±</u>	-							8	-	-
Other manual workers Autres travailleurs manuels		-								-	-	
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	44	62	3.1				-		-	ō	7	5
The second secon	O CONTRACTOR OF THE PARTY OF TH	ete for mermanent	toart time and t	season parts for usernanent nart time and temporary employees	65						~	1000

Use separate Parts for permanent part time and temporary employees Utiliser its satures parties pour les salaires temporaires

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Imployment and humigration Canada - Employed Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIES PERMANENTS À TEMPS PARTIEL\*

Torm formulance 4 Partic B Women Col 12 ũ 0 Members of Visible Minorities Membres des minorites visibles Men Col 13 5 4 2 6 19 89 Total Number Nombre total Col 10 34 8 5 = | KANSPORT Reporting Period Periode de rapport Women Col 9 Personns with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Industrial Sector Branche d'activité Col 7 ONTARID Wamen g loo 120 Aboriginal Peoples Autochtones Men Col S LATERNATIONAL Province / Territory (specify) Province / Territore (preciser) Total Number Nombre total Col 4 Women Col 3 35 57 2 46 × CANADIAN AIRLINES All Employees Fous les salaries Men C 00 2 = 9 57 2 National (Canada) National (Canada) Total Number Nombre total 200 Col 1 98 213 59 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Ladres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Imployes du secteur des services skilled crafts and trades workers travailleurs qualifies et artisans Semi-skilled manual workers fravailleurs manuels specialises imployes du secteur de la vente Autres travailleurs manuels NOTA Voir instructions Upper level managers Cadres superieurs Other manual workers Name of Business Nom de l'entreprise chercal workers imployes de bureau Lucation Endroit tortemen/women Service workers Professionals ( ontremantres iales workers Survedlants

Use separate Parts for permanent full time and tempurary employees. Utdiser les autres parties pour les salaires permanents a temps plein et les salaires temporaires.

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Freployment and Immustration Canada - Emplor et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

form formulare 5 Part A 1987 Reporting Period Periode de rapport IRANSPORT AiR industrial Sector Branche d'activite ONTARIO Province / Territory (specify)
Province / Territore (preciser) INTERNATIONAL.

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CANADIAN AIRLINES National (Canada) National (Canada)

NOTE See instructions NOTA Voir instructions Name of Business Nom de l'entreprise Location Endroit

Cutable continues   Cuta		Salarie	t mployees pro s promus (les sala	omoted (Employe	surs de l'annee don	ng the year are to vent etre inscrits s	eulement dans la	Employees promoted (Employees promoted during the year are to be reported only in the Occupational gloup's to writtin which mey have been last promoted us. Salaries promus (les salaries promus au cours de l'annee doivent être inscrits seulement dans la categoire professionnelle a l'aquelle ou a l'interieur de laquelle ils ont ete promus en dérmer).	groups to which	or within which	they have been last de laquelle ils ont e	t promoteu)	mer)
Col 1   Col 2   Col 3   Col 3   Col 4   Col 4   Col 5   Col 9   Col 6   Col 9   Col	Occupational Groups		All Employees Tous les salariés			Aboriginal People Autochtones	~	Pers	ons with Disabilit	ies	Membr	ers of Visible Min	orities
Cal 1   Cal 2   Cal 3   Cal 4   Cal 5   Cal 6   Cal 1   Cal 1   Cal 1   Cal 7   Cal 8   Cal 9   Cal 1   Cal 1   Cal 8   Cal 9   Cal 1   Cal 1   Cal 8   Cal 8   Cal 9   Cal 1   Cal 8   Cal	Categories professionnenes	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
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	(Terical workers Employes de bureau	2		2									
PROMOTED 35 25	sies work ers mployés du secteur de la vente	و	п	9									
	ervice workers mployes du secteur des services												
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35 25	Semiskilled manual workers Travailleurs manuels specialises						-						
35 25	ther manual workers utres travailleurs manuels												
36 26	OTAL NUMBER OF EMPLOYEES PROMOTED OMBRE TOTAL DE SALARIES PROMUS	35	25	01							-	-	
	OTAL NUMBER OF PROMOTIONS OMBRE TOTAL D'AVANCEMENTS	36	26	0							-	-	

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Use separate Parts for permanent part time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries femporaires w

NOTE See instructions NOTA Voir instructions

Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED\*

AVANCEMENTS: SALARIES PERMANENTS À TEMPS PARTIEL\*

5 Partie B Form

femmes Women COI 12 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the oxcupational groups to which or within which they have been last promoted) Salanes promus (les salaries promus at les salaries promus de Januelle ou a Tinterieur de Jaquelle is ont eté promus en dermer) 19 89 Men Col 11 Reporting Period. Periode de rapport: Total Number Nombre total Col 10 AIR IRANSADRT Women 6 100 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Industrial Sector Branche d'activite Col 7 ON TARID Women g loo Aboriginal Peoples Autochtones 13 Men Hommes Col 5 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total - INTERNATIONAL Col 4 Women Col 3 B All Employees Fous les salariés Men Col 2 ANADIAN AIRLINES Total Number Nombre total National (Canada) National (Canada) Col 1 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Semi professionals and technicians Semi professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans é mployes du secteur de la vente f mployes du secteur des services Travailleurs manuels specialises Semi-skilled manual workers Autres travailleurs manuels Other manual workers Lipper level managers Cadres superieurs f mployés de bureau Name of Business Nom de l'entreprise. uremen/women Location Endroit Clerical workers Service workers Confremaitres Sales workers Professionnels Professionals Surveillants

1 AAY 1861 (9 86)

Use separate Parts for permanent full time and temporary employees. Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires .

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Employment and finimigration Canada Employet finingration Canada

form formulaire 6 Parties

CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN"

Women Col 12 2 Members of Visible Minorities Membres des minorités visibles Men Col 11 Total Number Nombre total Col 10 2 2 S Reporting Period Periode de rapport AIR IRANSPORT Women Col 9 2 Persons with Disabilities Personnes handicapees Hommes Col 8 2 Men Total Number Nombre total Industrial Sector Branche d'activité (0) + ONTARIO Women 9 100 2 Aboriginal Peoples Autochtones Men 1.72 Col S Province / Territory (specify)
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Use separate Paris for permanent part time and temporary employees • Unliser les autres partres pour les salaires permanents a temps partrel et les salaires temporaires

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PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

NOTE See instructions NOTA Voir instructions

Part B form formulaire 6

Women 3 4 Members of Visible Minorities Membres des minorites visibles Men (0) 11 S 3 σ Total Number Nombre total Col 10 4 7 3 5 Reporting Period Periode de rapport. Women AIR IRANSMORT Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Industrial Sector Branche d'activite Col 7 ONTARIO Women 9 100 Aboriginal Peoples Autochtones Men Hommes Cot 5 1 Province / Territory (specify)
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Use separate Parts for permanent full time and temporary employees Utiliser les autres parites pour les salaries permanents a temps plein et les salaries temporaires

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Employment and Immigration Canada — Employer finangration Canada

formulaire 2 Partie A, Page 1 Women 68 61 (01.13 Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport Men Cot 12 Total Number Nonibre total (11 11 Women Col 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men 6 10) AIR TRANSPORT Total Number Nombre total OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\* Col 8 Women Col 7 Industrial Sector Branche d'activite MANITOBA Aboriginal Peoples Autochrones Men Gol 6 Total Number Nombre total Col S 4 Province / Territory (specify)
Province / territoire (preciser) Women INTERNATIONAL Cul 4 2-All Employees Tous les salarres Men - +dun シアス 3+3 Col 3 Total Number Nombre total 3 CANADIAN AIRLINES W 9 7 Col 2 ナイクレナ ろしん Netional (Canada) Netional (Canada) Quarter of salary range Maximum et minimum de l'echelle de remoneration \$ CO,000 P 70.00C \$55,000 -59,999 30,000 - 54.44 30.000 000'0h \$ PP- 44999 30,000 35,000 34.999 - 39,949 Coll Occupational Groups Categories professionnelles Middle or other managers Semi professionals and technicians Semi professionnels et Cadres intermedianes et NOTE See instructions NOTA Voir instructions Upper Tevel managers Name of Business Nom de l'entreprise ( adres superieurs horemen/women ocation Endroit Contremantres Professionnels autrescadres Professionals Supervisors techniciens

- 34499 Universe Parts for permanent part time and temporary employees. Universe parties pour les salanes temporaries universe parties pour les salanes permanents a femps partie et es salanes temporaries.

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Trefers to the lowest salary quarter. 4 refers to the highest valury quarter. Trepresente les salaires du quart le moins eleve, 4 represențe les salaires du quart le plus-eleve.

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NOTA Voir instructions	Top and bortom			All Employees		A	Abonginal Peoples Autochtones	2	Perso. Perso	Persons with Disabilities Personnes handicapees	ities	Membe	Members of Visible Minorities Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Maximum et minimum de Techelle de	Quarter	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Fotal Number Nombre total	Men Hommes	Women
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commonde	-29,999	-	_											
Other manual workers		4 ~												
Autres travailleurs manuels	#25,000 -27,499	~ · ·	-	-										
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NOMBRE TOTAL DE SALARIES	L DE SALAMES		2										(	486

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter! Trepresente les salares du quart le mons eleve, 4 represente les salares du quart le plus eleve

NOTE See instructions NOTA Voir instructions

Employment and Immigration Canada Emplor et Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form Partie 2 Partie B. Page 1

Women Col 13 Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport Men Col 12 Total Number Nombre total Col 11 Women Col 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men Col 9 AIR TRANSPORT Total Number Nombre total (ol 8 Women Col 7 Industrial Sector Branche d'activite Aboriginal Peoples Autochtones MANITOGA Men Gol 6 Total Number Nombre total Col 5 Province / Territory (specify)
Province / territoire (preciser) Women CANADIAN ARLINES INTERNATIONAL Col 4 All Employees Tous les salariés Men Col 3 Total Number Nombre total Col 2 Quarter National (Canada) National (Canada) Top and bottom of salary range Maximum et minimum de l'echelle de remuneration Col Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et Semi professionals and Upper level managers technicians Semi professionnels et Name of Business Nom de l'entreprise Cadres superreurs Contremaitres Location Endroit 1 171 188¢ (3 8¢) 1. 1 Professionals Professionnels autres cadres Supervisors techniciens

Trefers to the lowest salary quarter. 4 refers to the highest salary quarter.

I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve.



Use separate Parts for permanent full-time and temporary employees. Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires \*

## Employment and Immigration Canada Employet Immigration Canada

	Top and bottom of salary range		7.	All Employees Tous les salaries		Ab	Aboriginal Peoples Autochtones	~	Perso	Persons with Disabilities Personnes handicapées	ities	Membe	Members of Visible Minorities Membres des minorites visibles	s visible
Occupational Groups Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Cot 5	9 (0)	Col 7	(of 8	6 to)	Col 10	(ol 11	(0  12	(01.13
Clerral workers Employés de bureau		4 4 .												
Sales workers t mployes du secteur de la vente	#25,000 -27,449	4 m v.	80 L- 40 %	- 4-	LL= [	•					-			
Service workers Employes du secteur des services	\$12,500 - 14,949 5,000	4 ~ ~ -	2 <u>√</u> −∞−	٥-٥	- 12							-	-	
Shilted crafts and trades workers Travailleurs qualifies et artisens		4 ~ ~ -												
Sem skilled manual workers Travailleurs manuels specialises	\$20,000 - 22,449 5,000 - 7,449	4 m ~ -	2400	0 4 ≈ 5			-					۸-	a -	
Other manual workers Aurres travailleurs manuels		4 m ~-												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	OF EMPLOYEES		Ξ	50	12	2	-	-	-		-	+	+	

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. Trefers to the lowest salary quarter, 4 refers to the highest salary quarter.
I represente les salaires du quart le nionis eleve. 4 represente les salaires du quart le plus eleve.

Employment and finangration Caracta — Employed finangration Canada

Tormulane 3 Partie A

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN\*

Women (01.12 Members of Visible Minorities Membres des minorites visibles Men Hommes 3 Col 11 5961 Total Number Nombre total Reporting Period Periode de rapport Col 10 d + IRANSPORT Women Col 9 2 2 Persons with Disabilities Personnes handicapees AIR Mommes S 6018 5 industrial Sector Branche d'activité Fotal Number Nombre total S (0) 1 MANITOBA Women 9 10) Aborrginal Peoples Autochtones Men Hommes Province / Territory (specify) Province / territone (preciser) ( of 5 CANADIAN AIRLINES LATERNATIONAL Total Number Nombre total Col 4 N × Women 0 Col 3 4 7 S 5 33 28 己 3 All Employees Tous les salarres Men Hommes 224 10 39 ٤ 3 30 0 Г 3 Col 2 3 National (Canada) National (Canada) Tota Number Nombre total 33  $\Gamma$ 1 10 ) 4 20 57 00 0 ے 348 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES and over SALARY RANGES
CONTILES DE
REMONERATION \$50,000 \$69 999 Under \$10,000 Moins de \$10,000 \$10,000 \$14,999 \$15,000 \$17,499 817 500 \$19,999 \$20,000 \$22,499 \$22,500 \$24,999 \$25 000 \$27,499 \$27 500 \$29 999 \$30,000 \$34,999 835,000 \$39,999 \$40,000 \$49,999 NOTE See instructions NOTA Voir instructions Name of Business Nomide Fentreprise \$ 70 000 Location Endroit

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Dise separate Paris for permanent part time and temporary employees Uthiser les autres parties pour les salaries permanents a temps partiel et les salaries. temporaires

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Employment and Inmigration Canada. Employed Injunitation Canada.

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\*
PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PARTIEL\*

form Partie 3 Partie 8

Women Cot 12 Members of Visible Minorities
Membres des minorites visibles Men + 2 (61 11 6861 Total Number Nombre total Reporting Period Periode de rapport Col 10 4 + AIR IRANSPORT Women 6 los Persons with Disabilities Personnes handicapees Men Col B Industrial Sector Branche d'activité Total Number Nombre total (10) MANITOBA Women 6 01 6 Aboriginal Peoples Autochtones Men Province / Territory (specify)
Province / territore (preciser) Col S TATERNATIONAL Total Number Nombre total (0) 4 X Women Col 3 4 A \_ 4  $\bar{\gamma}$ 5 ڌ = AIRLINES All Employees Fous les salarres Men 2 00 N. (0) **±** 50 National (Canada) National (Canada) Tota Number Nombre total C. ANADIAN (0) 5 27 ٩ 4 # Ξ = TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES \$50,000 and over SALARY RANGES ECHELLES DE REMUNERATION \$25,000 \$29,999 \$40,000 \$49 999 \$12,500 \$14,999 \$15,000 \$17,499 817,500 \$19 999 \$20,000 \$24 999 \$30,000 \$39,999 \$10,000 \$12,499 Under \$2,500 Moins de \$2,500 NOTE See instructions NOTA Voir instructions \$2,500 \$4,999 \$5,000 \$7,499 87,500 - \$9,999 Name of Business Nom de l'entreprise ocation Endroit

1 MF 1849 (9 86)

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries Temporaires

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Employment and Immigration Canada . Emploret Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED" RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN"

Part A Partie A

4

Formulaire

Women femmes Col 12 Members of Visible Minorities Membres des minorites visibles Men Hommes Col 11 Total Number Nombre total 1989 Col 10 Reporting Period.
Période de rapport Women Col 9 AIR TRANSPORT Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Industrial Sector Branche d'activité Col 7 Women MANITOBA Col 6 Aboriginal Peoples Autochtones Men Col S Province / Territory (specify)
Province / territore (preciser) Total Number Nombre total Col 4 CANADIAN AIRLINES INTERNATIONAL Women Col 3 All Employees Tous les salaries Men Col 2 Total Number Nombre total National (Canada) Col 1 N TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi professionals and technicians t mployes du secteur des services Skilled crafts and trades workers Imployes du secteur de la vente Travailleurs manuels specialises Travailleurs qualifies et artisans Semi-skilled manual workers Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Other manual workers Upper level managers Cadres superieurs Clencal workers Employes de bureau Nom de l'entreprise Name of Business Contrementatives Service workers oxation Endroit Professionals Sales workers Surveillants

Use separate Parts for permanent part time and temporary employees

Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires

Name of Business Nomide Fentreprise Lucatum Indioit

Limptoyment and from gration Canada — Employeet Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL \*

4 Partie B Members of Visible Minorities formulaire 1989 Reporting Period Periode de rapport AIR TRANSPORT Industrial Sector Branche d'activité MANITOBA Province / Territory (specify)
Province / territore (preciser) CANADIAN AIRLINES INTERNATIONAL LD. × National (Canada)
National (Canada) NOTA Voir instructions

		All Employees Tous les salaries			Aboriginal Peoples Autochtones	*	Per	Personns with Disabilities Personnes handicapees	nes	Memb	Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Total Number	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Fotal Number Nombre total	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col S	9 lo)	(01.7	(of 8	6 10)	Col 10	(0) 11	(of 12
typer level managers (adres superieurs												
Middle or other managers Ladres intermediaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians semi-professionnels et techniciens												
Surveillants												
Contremanties												
then al workers Imployes de bureau												
Sales workers Imployes du secteur de la vente	ō		0				-		-			
Service workers I mplayes du secteur des services	1	=	2									
skilled crafts and trades workers fravailleurs qualifies et artisans												
Semi skilled manual workers Travailleurs manuels specialises	٦	٩		-	-							
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	32	Li	15	-	-		-		-			
1991 (3.80)	Use separate Pa	Use separate Parts for permanent full time and temporary employeers and account of salaries temporaries unless permanents a temporaries.	full time and te	mporary employee	es et les salanes tem	poranes						

Use separate Paris for permanent full time and temporary employees utiliser les autres parties pour les salaires permanents a temps plem et les salaires temporaires utiliser les autres parties pour les salaires permanents a temporaires.



Employment and Immigration Canada Employed Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED\*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

S Partie A formulaire

Women COI 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees, promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted). Salaries promot fes salaries promus at longing to a language, or language is an endeaver of laquelle, in orties express to derive a language. Hommes Col 11 Men Reporting Period Periode de rapport Total Number Nombre total Col 10 AIR IRANSPORT Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Industrial Sector Branche d'activité Col 7 MANITOBA Women Col 6 Aboriginal Peoples Autochtones Men Col S Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 ANADIAN AIRLINES L'NTERNATIONAL Women Col 3 2 All Employees Tous les salariés Men N Col 2 + 3 Total Number Nombre total National (Canada) 3 Col 1 S ٩ TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et techniciens t mployes du secteur des services Skilled crafts and trades workers Travailleurs manuels specialises Employes du secteur de la vente Fravailleurs qualifiés et artisans Semi-skilled manual workers Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Other manual workers tipper-level managers Imployes de bureau Nom de l'entreprise Cadres superieurs Name of Business. Contremaitres ( lerical workers ocation-Endroit Service workers Sales workers Professionnels Surveillants Professionals

1 MIT 3869 (9 86)

Lise separate Parts for permanent part time and temporary employee's Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries femporaires

Friployment and Immigration Canada Emploret Immigration Canada

Form formulaire 5 Partiels

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

1989 Reporting Period. Période de rapport: AIR TRANSPORT Industrial Sector Branche d'activité MANITOBA Province / Territory (specify) Province / territoire (préciser) LNTERNATIONAL × CANADIAN AIRLINES National (Canada) National (Canada) NOTE See instructions NOTA Voir instructions Name of Business Nom de l'entreprise Lucation-Endroit

	Salaries	s promus (les sala	ries promos au ce	Salaris pomuli fei salaris pomula en minore didini en le rinstiti sulement dani a stegorio potesponello al mete Salaris pomuli fei salaris pomula en cours de l'anne douvent ètre rinstiti sulement dani a stegorio potesponello a l'anteria de dequelle it ont elé promus en derme?	ent être inscrits	reulement dans la	categorie professio	nnelle à laquelle	ou à l'interieur	de laquelle ils ont è	té promus en de	mer)
Occupational Groups		All Employees Tous les salariés		ď	Aboriginal Peoples Autochtones	20	Pers	Persons with Disabilities Personnes handicapees	ies	Memb	Members of Visible Minorities Membres des minorites visibles	orities
Categories protessioning carbon	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	6 (0)	Col 10	Col 11	Col 12
Upper level managers Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
Semi professionals and technicians Semi professionnels et techniciens												
Surveillants												
Furemen/women Contremaitres												
Clerical workers Employes de bureau												
Sales workers Employes du secteur de la vente												
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels specialises												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS	P	P	P	Þ	Q	9	Q	8	B	F	8	B
TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS	P	P	B	D.	D	Ø	Ď	S	B	E	E	E

Use separate Parts for permanent full time and temporary employees
 Utiliser les autres parties pour les salariés permanents a temps plein et les salaries temporaires

1 Mr. 3881 (9 86)

NOTE See instructions NOTA Voir instructions

Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

form formulaire 6 Partie A

Femmes Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Hommes Col 11 68 61 Total Number Nombre total Col 10 Reporting Period. Periode de rapport. IRANSPORT Women 61.3 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total industrial Sector: Branche d'activité Col 7 MANITOGA Women g loo Aboriginal Peoples Autochtones 1. Men Hommes Col 5 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total INTERNATIONAL Col 4 Women 2 Col 3 × All Employees Tous les salariés Men S \_ Col 2 CANADIAN AIRLINES Total Number Nombre total National (Canada) Col 1 3 Middle or other managers Cadres intermediaires et autres cadres TOTAL MUMBER OF EMPLOYEES TERMINATED MOMBRE TOTAL DE CESSATIONS DE FONCTIONS Occupational Groups Categories professionnelles semi professionals and technicians semi professionnels et technicians Employes du secteur des services skilled crafts and trades workers I mployes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Iravailleurs qualifies et artisans Other manual workers Autres travailleurs manuels Lipper-level managers Cadres superieurs i mployes de bureau Name of Business Nom de l'entreprise LitemenAvomen ( lerical workers Service workers Location Endroit Confremaifres Sales workers Professionals Professionnels Surveillants

1 MP 3812 (5 06)

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salarres permanents a temps partiel et les salarres temporarres

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Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

form formulaire 6 Partie B

CAN CDAN AIGHINES TANKE IN Province!  Inational (Canada) IN Province!  Inational (Canada) IN Province!  Astronal (Canada) IN P	NOTE See instructions			CESSATION	S DE FUNCTION	S: SALARIES	FERMANENIS	CESSATIONS DE FONCTIONS: SALAKIES PERMANENTS A TEMPS PARTIEL	12				
All Employees formada)  All Employees formada)  All Employees formada)  All Employees formada formada  All Employees formada  All Employees formada  All Employees formada  Response formada  Response formada  All Employees formada	ne of Business n de l'entreprise	ANGOM	AIRINES		TERNATIONA	ر آ		Industrial Sector Branche d'activite	AIR 1	KANSPORT			
All Employees  All Employees  Total Number total Homes features  Col 1 Col 2 Col 3  Col 1 Col 2 Col 3  Estaures cadres  Col 1 Col 2 Col 3  Col 3 Col 3  Col 3 Col 3  Col 3 Col 3  Col 4 Col 3  Col 5 Col 3  Col 6 Col 3  Col 7 Col 3  Col 7 Col 3  Col 1 Col 2 Col 3  Col 3 Col 3  Col 1 Col 2 Col 3  Col 3 Col 3  Col 1 Col 2 Col 3  Col 3 Col 3  Col 4 Col 5  Col 3 Col 3  Col 5 Col 3  Col 5 Col 3  Col 5 Col 3  Col 6 Col 5  Col 7 Col 7  Col 7 Co	Ition Endroit	)			/ Territory (specify)		MANITOBA			Reporting Period. Periode de :apport	P861 1989		
ofessionnelles Total Number Men Women ofessionnelles Aombe total Homnes Feannes Col 1 Col 2 Col 3  Col 3 Col 3  Col 2 Col 3  Col 3 Col 3  Col 2 Col 3  Col 3 Col 3  Col 4 Col 2 Col 3  Col 3 Col 3  Col 4 Col 2 Col 3  Col 3 Col 3  Col 4 Col 4 Col 4  Col 5 Col 3  Col 6 Col 6  Col 6 Col 7  Col 7 Col 9  Col 7 Col 9  Col 9 Col		-	All Employees Tous les calaciès		d	Aboriginal Peoples Autochtones	65	Per	Persons with Disabilities Personnes handicapées	lies	Memb	Members of Visible Minurities Membres des minorites visibles	urties
refuncers refunc	Occupational Groups Categories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
et autres codies retaures codies retaures codies retaurem		Col 1	Col 2	Col 3	Col 4	Col 5	gol 6	(ol )	Col 8	Col 9	Col 10	Col 11	Col 12
uner cadres  Transens	er level managers res superieurs												
and and rechnicians  onels et rechniciens  to an and rechniciens  steur de services  to an and work evi and w	die or other managers res intermediaires et autres cadres												
2 0 0	essionals												
200	n professionals and technicians in professionnels et techniciens												
200	rentants												
200	rmenwomen												
3 0 0	ical workers ployes de bureau												
0 0	s workers bloyes du secteur de la vente	و		9									
r)	nice workers ployes du secteur des services	3	6										
pecalites 3	led crafts and trades workers vaileurs qualifies et artisans												
Other manual workers Autret (ravailleuts manuels	niskilled manual workers vailleurs manuels specialises	6	2										
	res travailleurs manuels												
NOMBRE TOTAL DE CESSATIONS DE FONCTIONS   2 6	RI NUMBER OF EMPLOYEES TERMINATED	12	و	9									

Emploret Invmigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS A TEMPS PLEIN\*

formulaire 2 Part A, Page 1

Women 6861 Col 13 Members of Visible Minorities Membres des minorités visibles Reporting Period Periode de rapport Men Col 12 Total Number Nombre total 11 100 Women Col 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men 6 100 AIR IRANSPORT Total Number Numbre total Col 8 Women Col 7 SASKATCHEMAN Industrial Sector Branche d'activite Aboriginal Peoples Men g lo Total Number Nombre total Col 5 1.5 Province / Territory (specify)
Province / Territoire (preciser) Women Col 4 ANADIAN AIRLINES INTERNATIONAL All Employees Fous les salaries Men 2 3 (O) 3 S Total Number Nombre total 2 Col 2 N Quarter National (Canada) National (Canada) Top and bottom of salary range Maximum et minumum de l'echelle de remuneration \$40,000 D46.000 - 49,099 \$ 45,000 (0) Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et NOTE See instructions NOTA Voir instructions Upper level managers Cadres superieurs Semi professionals and Semi professionnels et Name of Business Nom de l'entreprise Foremen/women Confremantres Location Endroit Professionals Professionnels autres cadres Supervisors technicians techniciens

1.179 (8.71 (9.86.)). 1

• Trefers to the lowest salary quarter, 4 refers to the highest salary quarter?

Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus elevé



Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

	of salary range		_	All Employees Fous les salariés		AD	Autochtones	^	Perso	Personnes handicapees	ities	Membe	Members of Visible Minorities Wembres des minorites visibles	visibles
Categories professionnelles	minimum de l'echelle de remuneration	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
	\$30,000	4	-		-									
Clerical workers	- 22.479	m:								:			:	
cubiohes de pareda	15,000	~	-	:						:		:	:	
	1,411	-												
Sales workers	\$ 46,000 - 49 999	ar: m		- 3	-		:		:		:			
Employes du secteur de la vente	20,000	· ~	-g o	±r	۲.						:			:
	744147	-		7	9			-						
Cocure autorit per		4:			:	•				:				
Employes du secteur des services		n. ~:											. :	
		-												
Skilled crafts and trades workers		z . ~		:										
Travailleurs qualifies et		, ^											:	
artisans														
the state of the s	\$35,000	4.	و	2	:							1 1 1		
Travalleurs manuels	565'65-	~						:						:
specialises	30,000	7	و	5	:				1			1	1	
		4			:				:	-				
Autres travailleurs manuels		~ .												
		~ -							1					
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	EMPLOYEES E SALARIES		67	25	1.							-	-	

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form formulaire 2 Partie 8, Page 1

1989

Reporting Period Periode de rapport

AIR IRANSPORT OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PARTIEL\*

Industrial Sector Branche d'activite.

CANADIM AIRLINES INTERNATIONAL LD

☐ Designated CMA (specify) RMR designee (preciser)

SASKATCHEJAN

Province / Territory (specify) Province / territoire (preciser)

National (Canada) National (Canada)

Lucation Endroit

NOTE See instructions NOTA Voir instructions

Name of Business Nom de l'entreprise

Abonginal Peoples Autochtones Men 9 100

Men

Persons with Disabilities Personnes handicapees

Total Number Nombre total

Women Col 7

Total Number Nombre total

Women Col 4

Total Number Nombre total

Quarter

Top and bottom of salay renge Maximum et minimum de l'echelle de remuneration Col 1

Occupational Groups Categories professionnelles

Middle or other managers

Hipper level managers

( adres superieurs

Cadres intermedianes et

autres cadres

Professionals Professionnels

Semi professionals and technicians Semi professionnels et techniciens

Contremantres

Supervisors

1 LAT 1880. (9 80.) !!

Col 2

All Employees Tous les salaries Men Col 3

Col 5

Col 8

6 10)

Women

Col 10

Members of Visible Minorities Membres des minorites visibles Total Number Nombre total

Women

Men

COI 13

COI 12

\*\* Trefers to the lowest salary quarter, 4 refers to the highest salary quarter/
Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Use separate Parts for permanent full time and temporary emplisyees. Utiliser les autres parties pour les salaries permanents a temps plein et les salaries Temporaires

Canadä

Employment and Immigration Canada Emploi et Immigration Canada

form formulaire 2 Part B, Page 2

NOIA Voir instructions	Top and bottom of salary range			All Employees Tous les salariés		Ab	Aboriginal Peoples Autochtones		Perso Perso	Personnes handicapées	ities	Membe	Members of Visible Minorities Membres des minorites visibles	
Occupational Groups Categories professionnelles	Maximum el minimum de l'echelle de	Quarter	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	1
	col 1		Col 2	Col 3	Col 4	(0) 5	9 (0)	Col 7	(o) 8	6 (0)	(ol 10	(ol 11	Col 12	
( lend al workers		4 ~												
f mployes de bureau	#12.500 - 147.995	÷ 1	-		-								1	. 1
Sales work ers f mployes du secteur de la vente	7,500	₽ ~ ~:-	-471	તન	– পত্ন							73	7	
Service Workers f imployes du secteur des		a ~ ~ -												
Skilled crafts and trades workers Travalleurs qualifies et artisans		4 m ~-												
Semi skilled manual workers Fravailleurs manuels specialises	#20,000 900,000 1,449	# m ~.=	∿5 <sub>4</sub> 5	<u> ონ</u> ყე					-	-				
Other manual workers Autres travailleurs manuels		4 = 7 =												
TOTAL NUMBER OF EMPLOYEE	OF EMPLOYEES		53	31	22				-	-		7	2	
			1 codeses to the lo	And of Alana	trater & retary	transfer to the formatter of the highest salary quarter	v quarter/						(	

1 (08 () (80) )

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter!

Trepresente les salaires du quart le moins eleve. 4 represente les salaires du quart le plus eleve.

Finglogoreal and fining alion Caracla - Employed Immigration Caracla

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\*
PROFIL SALARIAL SALARISS PERMANENTS A TEMPS PLEIN\*

NOTE See instructions NOTA Voir instructions			SE	ALARY SUMMA ROFIL SALARIAL	ARY: PERMAN L: SALARIES P	ERMANENTS	SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN*				tum Formulane	3 Partie A
Name of Business Nom de l'entreprise	CANADIAN AIRLINES	AIRLIN		LN-TERNATIONAL	ONAL	L+3.	Industrial Sector Branche d'activité		AIR IRANSPORT	,40R7		
Location Endroit	National (Canada) National (Canada)	(Canada) (Canada)	_	Province / Territory (specify) Province / territoire (preciser)	ry (speculy) re (preciser)	SAS	SASKATCHEWAN		Repo		5861	
A DIMON MAN INC.		All Employees Fous les salarres		q	Aboriginal Peoples Autochtones	3.	Pers	Persons with Disabilities Personnes handicapees	2.	Membe	Members of Visible Minorities Membres des minorites visibles	ities
ECHELLISDE REMUNERATION	lotal Number Nombre total	Men Hommes	Women	lotal Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	lotal Number Nombre total	Men	Women
Under \$ 10 000	1 0	(0) 2	(0)	(OI 4	(01.5	Gol 6	(0)	8 (0)	6 100	Col 10	(of 11	(ol 12,
\$10,000 \$14 999												
\$15,000_\$17.499	-		-									
817 500 \$19 999												
\$20,000 \$22,499	3		3									
\$22,500 \$24,999	#	-	3									
\$25 (00) \$27 499	7	-	-									
\$27,500 \$29,999	-	-										
\$30,000 \$34,999	141	34	7							-	_	
66'68\$ 000'88\$	6	Ø	-									
\$40,000 \$49 999	و	۷										
666 69\$ 000'05\$												
\$70.000 et plus												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	101	5.	=0							-	-	
100 100 00 000	II as Section also	Parts for mermans	the sent from and	the separate Parts for nermanent and time and temperate employees	anal.						-	

The separate Paris for permanent part time and temporary employees. Urbser les autres parties pour les safaires permanents a temps partiel et les safaires Temporaires.

NOTE See instructions

The traployment and transgration Canada Employed framigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOVEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

formulaire 3 Partie B

NOIA Voir instructions												
Name of Business							Branche d'activité		,			
Nom de l'entreprise	AN	ADIAN A!	RLINES	CANADIAN AIRLINES INTERNATIONAL LTD	IONAL L	E.		AIR	AIR IRANSPORT			
Location Endroit	National (Canada) National (Canada)	(anada)	Z	Province / Territory (specify) Province / territoire (preciser)	ry (specify) ire (preciser)	SAS	SASKATCHEWAN	3	Perio	Reporting Period Periode de rapport	68 61	
	****	All Employees			Autochtones	5	Pers	Persons with Disabilities Personnes handicapees	55	Membr	Members of Visible Minorities Membres des minorites visibles	orities
SALARY RANGES ECHELLES DE REMUNERATION	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre Total	Men	Women	Total Number Nombre total	Men	Women
	(0) 1	Col 2	(0) 3	Col 4	Col 5	Gol 6	(0)	Col 8	6 100	Col 10	Col 11	Col 12
Under Mouns de \$2,500												
\$2,500 \$4,999												
\$5,000 \$7,499	7	9										
\$7,500 \$9,999	٥	ß	1									
\$10,000 - \$12,499	4	સ	-		,							
\$12,500 \$14,999	4	Ω.	1							-	-	
\$15,000 - \$17,499	4	6	Ö				-	-				
\$17,500 - \$19,999	-		-									
\$20,000 \$24,999	+	3	-									
\$25,000 \$29,999	-		-									
\$30,000 \$39,999												
\$40,000 : \$49,999												
\$50,000 and over												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	53	31	22				-	-		ત	2	
(MI 1849 (9 84)	Use separate	e Parts for perman	ent full time and	Use separate Parts for permanent full time and temporary employees	yees in et les salanes ti	emporanes					2	EL STATE OF

Use separate Parts for permainent full time and temporary employees

Unitser les autres parties pour les salaries permainents à temps pléin et les salaries temporaires.

Employment and Immigration Canada Emploret Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

formulaire 4 Parte A

Wamen Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 6861 Total Number Nombre total Col 10 Reporting Period Période de rapport AIR IRANSPORT Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Industrial Sector Branche d'activite (0) 7 SASKATCHEWAN Women Gol 6 Aboriginal Peoples Autochtones Men Hommes Col 5 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total CANADIAN AIRLINES INTERNATIONAL LTD Col 4 Women Col 3 × All Employees Tous les salaries Men Hommes Col 2 Total Number Nombre total National (Canada) National (Canada) Col 1 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Ladres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi professionals and technicians Semi professionnels of technicians I mplayes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi skilled manual workers Travailleurs manuels specialises imployes du secteur de la vente Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Other manual workers Upper level managers Name of Business Nom de l'entreprise Liencal workers Employes de bureau ( adres superieurs Confrematires ocation Endroit service workers Sales workers Professionals Professionnels Surveillants

I ME \$870 (9 86)

Use separate Parts for permanent part time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

Canadä

I employment and Immigration Canada - Employed finungiation Canada

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

4 Partie B tormulaire

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 2 R 19 61 Total Number Nombre fotal Col 10 2 2 Reporting Period Periode de rapport AIR IRANSPORT Women 6 100 Personnes handicapees Men Cot 8 Total Number Nonibre total Industrial Sector Branche d'activite Col 7 SASKATCHEWAN Women g to Aboriginal Peoples Autochtones Men Col S 1 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 CANADIAN AIRLINES INTERNATIONAL Women Col 3 4 4 × All Employees Tous les salaries Men Col 2 σ = d Total Number Nombre total National (Canada) Cot 1 7 3 9 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi professionals and technicians Semi professionnels et techniciens Skilled crafts and trades workers hales workers Imployes du secteur de la vente i mployes du secteur des servires travailleurs qualifies et artisans travailleurs manuels specialises Semi-skilled manual workers Autres travailleurs manuels Middle or other managers NOTE See instructions NOTA Voir instructions Other manual workers Upper fevel managers Name of Business Nom de l'entreprise t mployes de bureau (adres superieurs LinemenAvomen I've atton-findrost ternal workers Service workers Confremantres Professionnels Professionals Surveillants

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Use separate Parts for permanent full time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps plein et les salaries femporaires

Employment and Immigration Canada Emploret Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED\*

AVANCEMENTS: SALARIES PERMANENTS À TEMPS PLEIN\*

formulaire 5 Part A

Women Col 12 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus (let salaries promus are cours de l'annee doivent être inscrits seulement dans la categorie professionnelle a l'aquelle ou a l'interieur de laquelle its ont ete promus en dermer) 6861 Men Col 11 Reporting Period: Periode de rapport Total Number Nombre total Col 10 Women Col 9 AIR IRANSPORT Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Industrial Sector Branche d'activité Col 7 Province / Territoire (preciser) SASK PTCHELJAN Women g loo Aboriginal Peoples Autochtones Men Col 5 1.3 Total Number Nombre total Col 4 CANADIAN AIRLINES INTERNATIONAL Women Col 3 3 All Employees Tous les salariés Men Col 2 Total Number Nombre total National (Canada) National (Canada) Col 1 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles NOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et technicians Service workers f mployes du secteur des services Sales workers Employés du secteur de la vente Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Other manual workers Upper level managers Cadres superieurs Clerical workers Employes de bureau Name of Business. Nom de l'entreprise Foremen/women Contremaitres Location-Endroit Professionals Professionnels Surveillants

IMP 3869 (9 86)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires



Employment and Immigration Canada Emploret Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

5 Partie B form

Women femmes Col 12 B Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaxies promus les salaxies promus an extensive promus en dermen) 1989 Men Col 11 B Ø Reporting Period. Periode de rapport Total Number Nombre total Col 10 E S AIR IRANSPORT Women Col 9 D 8 Persons with Disabilities Personnes handicapees Men Col B B 8 Total Number Nombre total Industrial Sector Branche d'activité B Col 7 8 C. ASKATCHENAN Women Gol 6 6 0 Aboriginal Peoples Autochtones Men Col S 0 8 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col 4 9 0 CANADIAN AIRLINES INTERNATIONAL Women P Col 3 All Employees Tous les salariés Men 0 Col 2 Total Number Nombre total National (Canada) Col 1 P TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionnels et techniciens £ mployes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises f mployes du secteur de la vente Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Other manual workers Upper level managers Clerical workers Employes de bureau Name of Business Nom de l'entreprise Cadres superieurs foremen/women Service workers Location-Endroit Professionals Professionnels Sales workers Contremaitres Surveillants

1 MF 3861 (9:86)

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires.

Canadä

NOTE See instructions NOTA Voir instructions

Employment and Immigration Canada Employet Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form formulaire 6 Partie A

Name of Business: Nom de l'entreprise						Bran	Industrial Sector Branche d'activité	,				
CANA	CANADIAN AIRLINES	RLINES	INTERN	INTERNATIONAL	120.		*	AIR IRANSPORT	SPORT			
Lucation Endroir	National (Canada) National (Canada)		Province	Province / Territory (specify) Province / territoire (préciser)		SASKATCHEWAN			Reporting Period: Periode de rapport	pod: 1989		
		All Employees Tous les salariés		IA	Aboriginal Peoples Autochtones		Pers	Persons with Disabilities Personnes handicapees	ies	Memb	Members of Visible Minorities Membres des minorités visibles	orties
Occupational Groups Categories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	(0) 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Cof 10	Col 11	Col 12
upper level managers Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
semi professionals and technicians semi professionnels et techniciens												
Supervisors												
Luremen/women Contremaitres												
Clerical workers Imployes de bureau												
Sales workers t mployes du secteur de la vente	-	-										
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans												
semi skilled manual workers Travailleurs manuels specialises												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED MOMBRE FOTAL DE CÉSSAFIONS DE FONCTIONS	-	-										

1141-3872 (9.86)

Use separate Parts for permanent part time and temporary employees Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires

Employment and Immigration Canada Emploret Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

form formulaire 6 Partie 8

NOTE See instructions			CESSAHOR	CESSATIONS DE FONCTIONS SALAMES FEMINALES PERINALES	13. SALAMES	- Company						
Name of Business Nom de l'entreprise	A. 2		INTERNATIONAL	141	e	Bra	Industrial Sector Branche d'activite	AIR ,	18ANSADRT	27		
tocation findroif	Natio		Provinc Provinc	ry		SASKATCHENAN	CILLAN		Reporting Period Periode de rapport.	pod 19 89		
		All Employees			Aboriginal Peoples	53	Per	Persons with Disabilities Personnes handicapees	rlies	Membr	Members of Visible Minorities Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col S	9 10)	(0)	(ol 8	6 100	Col 10	(01 11	(01 1.)
isper level managers												
Middle or other managers												
Professionals Professionnels												
hemiprofessionals and technicians Semi professionals et technicians												
Supervisis												
Foremenwomen												
i lerical workers i mployes de bureau												
Sales workers Imployes du secteur de la vente		-								-	-	
Service workers Employes du secteur des services												
Shilled crafts and trades workers Travaileurs qualifies et artisans												
Semiskilled manual workers Travailleurs manuels specialises	4	t										
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	3	3								-	-	
Annual designation of the second seco	The second of the	etc for parmagan	a fault time and the	separation and temporary employees	31							=

1 MP 3889 (9 86)

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires

Canada

Employment and Immigration Canada Employeet Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN\*

form formulaire 2 Parte A, Page 1

Women (of 13 Members of Visible Minorities Membres des minorites visibles Reporting Period. Periode de rapport Men Col 12 0 D 4 Total Number Nombre total 234 11 10) K Women Col 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men 6 100 AIR TRANSPORT Total Number Nombre total Col 8 N Women Col 7 Industrial Sector. Branche d'activite Aboriginal Peoples Autochtones Men Gol 6 ALBERTA Total Number Nombre total Col 5 13 Province / Territory (specify)
Province / territoire (preciser) Women ストける d 0.0 20 Col 4 버 CANADIAN AIRLINES INTERNATIONAL All Employees Tous les salaries Men 2002 -474200 - 80 -キャッシャラナの 치 X Total Number Nombre total 9 4 V L 8 2 2 2 2 8 328 -=2 2-34 Col 2 Quarter National (Canada) National (Canada) : Top and bottom of salary range Maximum et minimum de l'echelle de remuneration \$ 70,000 \$ 56.000 \$ 70,000 34.949 ₽ 55.000 - 59,949 000'01' 22,500 \$ 55,000 27,500 30,000 35,000 - 39.999 59,999 -29.999 -24.499 \$ 50,000 - 54, 999 22,50'2 E OVER 100 Occupational Groups Categories professionnelles Middle or other managers Cadres intermedianes et NOTE See instructions NOTA Voir instructions Semi professionals and technicians Semi professionnels et Upper level managers Cadres superieurs Non de l'entreprise Name of Business Lonfremailtes ocation findroit 1.00 8871 (9.860) Professionals Professionnels sutres cadres Supervisors techniciens

Use separate Parts for permanent part time and temporary employees. Utiliser kis autres parties pour les salaries permanents a temps partiel et les salaries temporaires.

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter? Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus-eleve :

Formulaire 2 Partie A. Page 2

NOTE See instructions

NOTA Voir instructions									0	14.		Mambur	Mambaca of Visible Minorities	Senting
	Top and bottom of salary range	:		All Employees Fous les salariés		AE	Aboriginal Peoples Aufochtones	~	Perso	Personnes handicapees	ees	Membre	Membres des minorites visibles	usibles
Occupational Groups Categories professionnelles		Quart	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col S	Col 6	(0) 7	Col 8	6 10 )	Col 10	Col 11	Col 12	Col 13
	000'04#	A	2	٥	٠			:			:			
Clencal workers	66644	~	20	3%	ā.	:		:	,		. •		-	
t mployes de bureau	12,500	~ -	3.38	<b>\$0</b> (70	50				યત	-	}-	7	-	9
	\$ 45,000	4	90 6	-0 :	~				0	. [	-	4	4	
Sales workers 6 moloves du secteur de la	- 49.949	m	262	20	2 6				0 -		-		 -	
	15,000	2	200	Ū ≈0	3.5			•			-	2		5
	Q00'5# 4	4	5	6	9								:	
Service workers	- 49.999	e	200	6	00		:							
	17,500	~ [ -	28	2 %	35							6	-	2
Skilled crafts and trades	\$ 55.000	4	33	8	<b>€</b> 1	:		:		- ,			-	
	- 59,999	۳.	183		٠				ß	n	: :	- (	- (	
Travailleurs qualifies et artisans	22,500	~:-	161	<u>-</u> 3	2-		:		t	6	-	ō.	0	
	\$35,000	4	(3)	5					- 1	-				
Semi-skilled manual workers	. 34,979	~	37	36		-							7	
specialises	22,500	~	<u>ල</u>	d										
	-24.949	-	91	# -	-									
	35,000	4		ا ق	-							:		
Other manual workers	- 39.919	~	_	-							:			
	22,500	7		ď	-				:	:				
	-24999	-	9	2										
TOTAL NUMBER OF EMPLOYEES	F EMPLOYEE'S		1,94	1254	692	ď	A	ત	30	77	09	46	33	5)
MOMBER 1	TO SULPHINE				-	-			-					

Trefers to the lowest salary quartier, 4 refers to the highest salary quarter if the plus eleve frepresente kes salaires du quart le plus eleve.

Canadä

1 MF 1871 (9 86) F 2

NOTE See instructions NOTA Voir instructions

Employment and finingration Canada Emploret Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Yormulaire 2 Partie B. Page 1

Women 1989 Members of Visible Minorities Membres des minorités visibles Reporting Period.

Periode de rapport Men Hommes Col 12 Total Number Nombre total Col 11 Women Col 10 Designated CMA (specify)
RMR designee (preciser) Persons with Disabilities Personnes handkapees Men 6 10) AIR TRANSPORT Total Number Nombre total Col 8 Women Col 7 Industrial Sector. Branche d'activite: Aboriginal Peoples Autochtones Men Hommes ALBERTA Col 6 Total Number Nombre total Col 5 CANADIAN AIRLINES INTERNATIONAL LTD. Province / Territory (specify)
Province / territore (preciser) Women Col 4 All Employees Tous les salarrés Men Col 3 × Total-Number Nombre total (0) National (Canada) Quarter ю Top and bottom of salary range Maximum et minimum: de l'échelle de remuneration \$30,000 Col 1 Occupational Groups Categories professionnelles Middle or other managers Cadres intermedianes et Upper level managers Semi professionals and Semi professionnels et Name of Business. Nom de l'entreprise Cadres superieurs Location Endroit Professionals Professionnels autres cadres Supervisors technicians techniciens

Use separate Parts for permanent full time and temporary employees. Utiliser les autres parties pour les salaires permanents à temps plein et les salaries temporaires 4

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... Trefers to the lowest salary quarter; 4 refers to the highest salary quarter!
Trepresente les salaires du quart le moins eleve. 4 represente les salaires du quart le plus eleve



form Part B. Page 2 Formulaire 2 Page 2

	Top and tottom			All Employees Fous les salaries		đ	Aboriginal Peoples Autochtones	~	Perso	Persons with Disabilities Personnes handicapées	ires	Membre	Members of Visible Minorities Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Gol 6	(0)	8 10)	6 10)	Col 10	Col 11	Col 12	(0) 13
Clerical work ers Employes de bureau	#720,(80 - 22,199 7,500	4 m v	46		K									-
Sales work ers Employes du secteur de la vente	# 25,000 -27,449 7,500	4 m ~-	25=7	-4	r = <b>‡</b> 3	-		-	- 4-	-		- m		- 10
Service workers Employes du secteur des services	1,500 7,500 7,500	4 % 2: -	2 ± % d	- ± 6,7	พอัน						* 1	-		-
Skilled crafts and trades workers Travailleurs qualifies et artisans	999, معربر م	4 E ~		:	-									
Semi skilled manual workers Travailleurs manuels specialises	#17,500 - 19,999 5,000	4. m ~-	= 2 = 2	= 4 = 4				:	:					
Other manual workers Autres travailleurs manuels		4. m. ~ =												
TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES	DE SALARIES		altho	48	162	-		-	#	-	3	7	-	9

I refers to the fowest salary quarter, 4 refers to the highest salary quarter!
I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve.

Employment and Immigration Canada — Employeet Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\*
PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN\*

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Part A Partie A Women 5 7 2 S Members of Visible Minorities Membres des minorites visibles 33 Men  $\infty$ (01 11 2 N -+ 5 68 61 Total Number Nombre total + 2 7 Reporting Period Periode de rapport + Col 10 -0 9 -2 AIR IRANSART Women 6 100 2 2  $\infty$ Persons with Disabilities Personnes handicapees Men Col B -9 S 22 3 Industrial Sector Branche d'activité Fotal Number Nombre fotal (10) 2 2 2 00 5 + 30 ALBERTA Women 9 100 2 Abonginal Peoples
Autochtones Men Hommes Province / Territory (specify) Province / Territoire (preciser) Col 5 2 3 INTERNATIONAL Total Number Nombre total Col 4 R S B Women 44 32 80 92 37 Col 3 14 119 66 2 \_ AIRLINES All Employees Tous les salaries Men 45 305 1,254 22 267 143 103 Col 2 7 5 37 311 National (Canada) National (Canada) Total Number Nom. we total 2 2 30 93 386 (0) 37 404 1,94 151 154 to CANADILIN TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES \$70,000 and over SALARY RANGES ECHELLES DE REMUNERATION Under Moins de \$10,000 \$10 000 \$14,999 \$15,000 \$17,499 817 500 \$19,999 \$20,000 \$22,499 \$22,500 \$24,999 \$25,000 \$27,499 \$27.500 \$29.999 \$30,000 \$34,999 \$35,000 \$39,999 \$40,000 \$49,999 \$50,000 \$69,999 NOTE See instructions NOTA Voir instructions Name of Business Nomide l'entreprise Location Indioit

1 CH 1 184 (9 80)

The separate Ports for permanent part time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaries

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Employment and Immigration Canada - Employed frumgration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL\*

Part B Partie B

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Women ٦ (01.12) + Members of Visible Minorities Membres des minorites visibles Men (01.11 19 89 Total Number Nombre total Reporting Period Periode de rapport Col 10 4 2 --IRANSPORT Women 3 6 103 -Persons with Disabilities Personnes handicapees AIR Men (iii B Industrial Sector Branche d'activité Total Number Nombre total (0) # ત ALGERTA Women g los Aboriginal Peoples Autochtones Men Province / Territory (specify)
Province / territoire (preciser) Col 5 NTERNATIONAL Total Number Nombre total Col 4 X 162 Women 5 5 4 2 34 و Col 3 4 CANATULAN AIRLINES All Employees Tous les salaries Men Col 2 84 77 7 8 5 00 National (Canada) Total Number Nonibre total 341: ٥ 5 3 (01.1 74 2 28 Ŧ ₫ TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES and over SALARY BANGES ECHELLES DE REMUNERATION \$40,000 - \$49,999 \$30,000 \$39,999 \$10,000 \$12,499 \$12,500 \$14,999 \$15,000 \$17,499 \$20,000 \$24,999 825,000 \$29,999 \$17,500 \$19,999 Under Moins de \$2.500 \$2,500 \$4,999 \$5,000 \$7,499 87,500 \$9,999 NOTE See instructions NOTA Voir instructions Name of Business Nomide Fentreprise \$50,000 Loxation Endroit

t se separate Parts for permanent full time and temporary emptoyees

tituiser les autres parties pour les salaries permanents a temps plein et les salaries, temporaires

I WIL. 1849 (9 BC)

NOTE See instructions

Employment and Immigration Canada Employet Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED\*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

form formulaire 4 Partie A

NOTA Voir instructions			ME	MECHUIEMENIS: SALARIES PERMANENIS A IEMPS PLEIN	ALAKIES PEKA	MANENTSA	EMPS FLEIN				formula	formulaire Partie A
Name of Business. Nom de l'entreprise		١				in Br	Industrial Sector Branche d'activité					
CANADIAN		S INT	AIRLINES INTERNATIONAL	1-1				AIR IRANSPORT	NSPORT			
Location Endroit	5 5		Provinc	Province / Territory (specify) Province / territoire (preciser)		ALGERTA			Reporting Period Période de rapport:	port: 1989		
		All Employees Tous les salaries			Aboriginal Peoples Autochtones	es	Per	Persons with Disabilities Personnes handicapees	ies	Memt	Members of Visible Minorities Membres des minorites visibles	ionties visibles
Occupational Groups Categories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Nombre total	Hommes	Women femmes
Lipper level managers Cadres superieurs	5	7 100	5	5		5	5	5	6.00			
Middle or other managers Cadres intermediaires et autres cadres	12	د	د							7	ત	
Professionals Professionnels	σ	ហ	4									
semi-professionals and technicians semi-professionnels et technicians	7		ત							-		-
Supervisors												
Lorementwomen												
Clerical workers Employes de bureau	39	2	37							Ŋ		ง
Sales workers I mployes du secteur de la vente												
Service workers Imployes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans	23	23								_	-	
Semi skilled manual workers fravailleurs manuels specialises												
Other manual workers Autres travailleurs manuels												
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+ MAC - \$870 (9 86)	. Use separate Par	ts for permanen	t part time and to	seeparate Parts for permanent part time and temporary employees							(	

Use separate Parts for permanent part time and temporary employees.
Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires

Employment and Inumgration Canada — Employer in from gration Canada

PERMANENT PART-TIME EMPLOYEES HIRED\*
RECRUTEMENTS: SALARIES PERMANENTS À TEMPS PARTIEL\*

4 Partie B torm tormulaire

Canada femmes (0) 12 Women Members of Visible Minorities Membres des minorites visibles Men Col 11 19 89 Total Number Nombre total Col 10 2 Reporting Period Periode de rapport AIR IRANSPORT Women 6 100 Personns with Disabilities Personnes handicapees Men Col B Total Number Nombre total Col 7 Industrial Sector Branche d'activité ALBERTA Women Gol 6 Aboriginal Peoples Autochtones Men Hommes Col S Province / Territory (specify)
Province / Territore (preciser) F Total Number Nombre total Col 4 CANADIAN AIRLINES INTERNATIONAL Women 12 90 2 (0) S All Employees Tous les salarres Men Col 2 32 44 Total Number Nombre total National (Canada) National (Canada) Col 1 5 3 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Ladres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi professionals and technicians semi professionnels et techniciens Imployes du secteur des services shilled crafts and trades workers travailleurs qualifies et artisans Sumi skilled manual workers Travailleurs manuels specialises hales workers Imployes du secteur de la vente Other manual workers Autres travailleurs manuels NOTE See instructions
NOTA Voir instructions Upper fevel managers Cadres superieurs chercal workers employes de bureau Name of Business Nom de l'entreprise Confremaifres Service workers Treation findroit Professionals Surveillants

1 841. 1830 (9 80)

The vepacate Paris for premainent full time and temporary employees.

Unities for autres parties pour les salaries permainents a temps plein et les salaries temporaries.

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED\*

AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

formulaire 5 Partie A

Women COI 12 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees, promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted). Salaries promus au cours de Fannee dowent être inscrits seulement dans la categorie professionnelle a laquelle ou a Finterieur de laquelle is ont et e promus en derines? Men (0) Reporting Period: Periode de rapport Total Number Nombre total Col 10 AIR IRANGERT Women 6 10) Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Industrial Sector Branche d'activite Col 7 ALBERTA Women Gol 6 F Abonginal Peoples Autochtones Men Hommes (0) 5 LATERNATIONAL Province / Territory (specify)
Province / territore (preciser) Total Number Nombre total Col 4 Women Col 3 0 5 N 5 AIRLINES All Employees Tous les salariés Men 22 35 35 6 Col 2 Total Number Nombre total National (Canada) 2 Col 1 d 20 19 = CANADIAN TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIÉS PROMUS Cadres intermediaires et autres cadres Occupational Groups
Categories professionnelles semi-professionals and technicians Semi-professionnels et techniciens TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Skilled crafts and trades workers Sales workers Employés du secteur de la vente f mployes du secteur des services Travailleurs manuels specialises Travailleurs qualifies et artisans Semi-skilled manual workers Autres travailleurs manuels Middle or other managers Other manual workers Upper-level managers Employes de bureau Name of Business. Nom de l'entreprise Cadres superieurs Foremen/women Location - Endroit Clerical workers Service workers Contremaitres Professionals Professionnels Supervisors

1 AAP 3869 (9 86)

Use separate Parts for permanent part-time and temporary employees
 Utiliser les autres partres pour les salaires permanents à temps partiel et les salaires temporaires

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

NOTE See instructions NOTA Voir instructions			AVA	PERMANENT PART: TIME EMPLOYEES PROMOTED" AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL "	LARIES PERM	PLOYEES PRON	PS PARTIEL				Formulaire	5 Partie B
Name of Business. Nom de l'entreprise:	AIRLINES		T ALTERNATIONAL		ę	Bra	Industrial Sector Branche d'activité	AIR TRANSPORT	NSPORT.		-	
Location-Endroif	)) lenoit		Province Province	y (speci		ALDERTA		-		Reporting Period: Periode de rapport:	1989 m	
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Occupational Groups		All Employees Tous les salarrés			Aboriginal Peoples Autochtones	es	Per	Personnes handicapees	ies	Memb	Members of Visible Minorities Membres des minorites visibles	onties
categories processoninene	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Hommes	Women	Total Number Nombre total	Hommes	Women	Total Number Nombre total	Hommes	Women Femmes
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Clerical workers Employés de bureau												
Sales workers Employes du secteur de la vente												
Service workers Employes du secteur des services												
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Other manual workers Autres travailleurs manuels												
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TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	0	Ø	8	P	E	\$	8	B	8	8	8	8

1 MF 1881 (9 86)

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires

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NOTE See instructions NOTA Voir instructions

Name of Business Nom de l'entreprise

Employment and Immigration Canada Emploret Immigration Canada

Form formulaire 6 Partie A

PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Industrial Sector Branche d'activité

Femmes Women CO 12 Members of Visible Minorities Membres des minorites visibles Men Hommes (01 11 2 N 5861 Total Number Nombre total Col 10 IRAMSPORT d 2 Reporting Period Periode de rapport Women Col 9 Persons with Disabilities Personnes handicapees AiR Men Col B Total Number Nombre total Col 7 ALGERTA Women Gol 6 Aboriginal Peoples Autochtones Men Col S 17 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col 4 LNTERNATIONAL Women C 60 3 3 9 σ -X All Employees Tous les salariés Men Col 2 ٢ 28 2 2 2 N σ AIRLINES Total Number Nombre total National (Canada) Col 1 8 2 2 3 Ī 2 0 4 2 0 CANADIAN Middle or other managers Cadres intermediaires et autres cadres Occupation at Groups Categories professionnelles MOMBRE TOTAL DE CESSATIONS DE FONCTIONS TUTAL NUMBER OF EMPLOYEES TERMINATED semi professionals and technicians Semi professionnels et techniciens f mployes du secteur des services Skilled trafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises f mployes du secteur de la vente Iravailleurs qualifies et artisans Autres travailleurs manuels Other manual workers Upper level managers Cadres superieurs i mployes de bureau Luremen/women Location Endroit ( lerical workers Service workers (onfremailres Sales workers Professionals Professionnels Supervisors

Use separate Parts for permanent part time and temporary employees
 Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaries

1 MF 1872 (9 86)

Employment and Immigration Canada Employet Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form formulaire 6 Partie H

Canada Women Col 12 Members of Visible Minorities Membres des minorites visibles Men 11 107 1989 Total Number Nombre total Col 10 Reporting Period Periode de rapport AIR - BANSBORT Wornen 6 100 Personnes with Disabilities Personnes handicapees Men 6 10 3 Total Number Nombre total Industrial Sector Branche d'activite Col 7 Women ALBERTA Col 6 Aboriginal Peoples Autochtones Men Col 5 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 TATERNATIONAL Women S Col 3 3 N 8 All Employees Fous les salarres Men S 2 Col 2 3 AIRLINES National (Canada) Total Number Nombre total 3 Col 1 S N 0 CANADIA Middle or other managers Cadres intermediaires et autres cadres NOMBRE TOTAL DE CESSATIONS DE LONCHONS Occupational Groups Categories professionnelles Semi professionals and technicians skilled crafts and trades workers fravailleurs qualifies et artisans timployes du secteur des servies Semi-skilled manual workers travailleurs manuels specialises Imployes du secteur de la vente Other manual workers Autres travailleurs manuels NOTE See instructions
NOTA Voir instructions
Name of Business
Nom de l'entreprise Hipper level managers clerical workers imployes de bureau ( adres superieurs Confrementwomen Confrementies Service workers ocation Endroit Sales workers Professionals Professionnels Surveillants

Use separate Paris for permanent full time and temporary employees

Unitser les autres parites pour les salaires permanents à temps plein et les salaires temporaires

NOTE See instructions NOTA Voir instructions Name of Business Nom de l'entreprise Location Endroit

L mployment and Immigration Canada - Employed Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PLEIN\*

form Part A Page 1 6861 Reporting Period Periode de rapport

Women ( ol 13

Men 2 Pd 22

pers of Visible Minorities ires des minorites visibles

Designated CMA (specify) RMR designee (precisor) AIR IRANSPORT Industrial Sector Branche d'activité B.C. CANADIAN AIRLINES INTERNATIONAL LT) Province / Territory (specify)
Province / Territoire (preciser) K National (Canada) National (Canada) 

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Aboriginal Peoples Autochtones	Men Hommes	601.6							-					_	-	-	_	-				1		-	
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Top and bottom of salary range Maximum et	minimum de l'echelle de remuneration	Cot 1	470.000	E OVER	00007	- 64,999	\$ 10,000	E OVER	25,000	- 27,499	\$70,000	E OVER	27,500	- 29,498	000,01	& ove	15,000	- 17.499	1-55,000	- 59,999	30,000	- 34,999	D55,000	-59,999	30,000
Occupational Groups	Categories professionnelles			Upper level managers	canies adherents			Maddle or other managers	autres cadres			Professionals	rotessionies		Semi professionals and	technicians	Serin professionners et			Supervisors				Contrementee	

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• • Trefers to the lowest salary quarter, 4 refers to the highest salary quarter.

Trepresente les salaires du quart le moins eleve. 4 represente les salaires du quart le plus eleve. Use separate Parts for permanent part time and temporary employees. Unliser les autres parties pour les salaires permanents à temps partiel et les salaires. temporaires

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form Part A. Page 2 formulaire 2 Partie A.

NOTE See instructions

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Members of Visible Minorities	Membres des minorites visibles	Men	Col 12	1	9	= 5	0 -	- 0	¢ -			Š	, 4	7	4	١ ﴿	) - 3 -	-k		1	-	•	2	₹	r	ţς	×	265	
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ies	es	Women	Col 10		ტ	+	-	•	O.			- v	0		-													5	
Persons with Disabilities	Personnes handicapees	Men Hommes	6 10)		4		2	7		-	-	- (	₹		1	- =	= -	-	-	- 6	<b>n</b>		1	-				7,	
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	All Employees  Tous les salariés	Men Hommes	5 107	141	86	37	58	7	308	و	2	19	243	90	و	57	161	3	#3	S.	240	2	3	5	ત	±	j	510'1	
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	Top and bottom	Ť	remuneration	1 (0) 1	000.04.4	12 SoD	986,41 -	\$ 45,000	- 49.999	12,500	- 14,999	5 50,000	bbb*#5-	2,500	- 4.999	\$50,000	- 54.499	30,000	- 34.999	135,000	89.999	17,500	-19.999	000'35'4	-39,999	15,000	- 17,499	EMPLOYEES	JE SALANIE Z
NOTA Voir instructions		Occupational Groups Categories professionnelles			Steady and according	Employes de bureau			Sales workers	t mployes du secteur de la	vente		Service workers	Employes du secteur des	SCIANCES	Skilled crafts and trades	workers	Travailleurs qualifies et	at tisatis		Semi skilled manual workers	Travailleurs manuels	the courses		Other manual workers	Autres travailleurs manuels		TOTAL NUMBER OF EMPLOYEES	NUMBER FOLLS

Trefers to the lowest salary quarter, d'refers to the highest salary quarter!

Trepresente les salaires du quart le moins eleve, d'represente les salaires du quart le plus eleve

1 FAT 5871 (9 84) P.7

Employment and Immigration Canada Emplor et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PARTIEL\*

form Part B. Page 1

Women Col 13 1987 Members of Visible Minorities Membres des minorites visibles Reporting Period: Periode de rapport Men Col 12 Total Number Nombre total Cot 11 Women Col 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men 6 100 AIR IRANSPORT Total Number Nombre total Col 8 Women Col 7 Industrial Sector: Branche d'activite Aboriginal Peoples Autochtones Men 601 6 B.C. Total Number Nombre total Col 5 Province / Territory (specify) Province / territoire (preciser) CANADIAN AIRLINES INTERNATIONAL LIT Women Col 4 All Employees Tous les salaries Men Col 3 Total Number Nombre total (0) National (Canada) National (Canada) Quarter of salay range Maximum et minimum de l'echelle de remuneration 425,000 \$17.5CO -14.999 \$ 25,000 -27,449 17,500 12,610 -19,999 Coll Occupational Groups
Categories professionnelles Middle or other managers Cadres intermediaires et autres cadres NOTE See instructions NOTA Voir instructions Upper-level managers Semi-professionals and technicians Semi professionnels et Name of Business Nom de l'entreprise Cadres superieurs Lontremaitres Location Fridioit Professionals Professionnels Supervisors techniciens

1 Mr. 1886 (9 86) (\* 1

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Trefers to the lowest salary quarter: 4 refers to the highest salary quarter! Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve



Use separate Parts for permanent full time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires. .

form formulaire 2 Partie B. Page 2

NOTA Voir instructions	Top and bottom			All Employees		Ab	Aboriginal Peoples Autochtones		Persor	Persons with Disabilities Personnes handicapées	ies	Members	Members of Visible Minorities Membres des minorites visibles	orities
Occupational Groups Categories professionnelles	of salary range Maximum et minimum de Techelle de	ouart	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
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	\$ 20,000	4	19	- 1	00(		:			:	:	9	:	)· :
Service workers	- 221499	~	2	90	o	1	,	٠.		•	:	32	72	e
Employes du secteur des services	5,000	~ -	3.	<u></u>	<u>ان</u>	ທຸ	7	-		-		£ 5	-	2
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Other manual workers		m				:								
Autres travailleurs manuels		· ·							:					- 1
		-				ı	u		u	,	c.	69	7	23
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	DE SALARIES		541	314	227	-	p	4		٠	,			
1 Mr. (885 (9 85) F. J.		:	refers to the I represente le	owest salary quar	rter, 4 refers to	i refers to the lowest salary quarter. A refers to the highest salary quarter! I represente les salaires du quart le moins eleve, A represente les salaires du quart le plus eleve	y quarter/ s salaires du quai	t le plus eleve					Ű	<u>Sanada</u>

Employment and Immigration Canada — Emploret Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN\*

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Part A Partie A 262 7 Women 25 23 S 4 ī 27 6 52 38 (01 12 31 80 Members of Visible Minorities Membres des minorites visibles tum tormulaire 265 Men ŧ 101 00 4 t 0 17 7 3 --W 00 11 2 1989 Total Number Nombre total Reporting Period Periode de rapport 527 33 82 8 56 8 23 49 7 + Col 10 σ 32 29 45 - KANSPORT Women Col 9 5 2 2 3 5 -5 Persons with Disabilities Personnes handicapees AIR Men (O) 8 \_  $\infty$ 芦 N # 9 σ 3 Industrial Sector Branche d'activite Total Number Nombre total 93 Col 7 2 2 t 9 Ġ 2 2 S 80 19 J 8 Women 3 Col 6 K 7 7 Abonginal Peoples Autochtones INTERNATIONAL LTD Men Province / Territory (specify) Province / territoire (preciser) Col 5 2 5 2 3 fotal Number Nombre total Col 4 2 32 2 00 3 # 3 Ø Women 35 27 143 675 90 215 2516 310 北井 50 4 00 17 8 236 CANADIAN AIRLINES All Employees Tous les salariés Men 3 330 1 4,015 (01 2 5 28 34 52 69 1,109 732 147 75 8 National (Canada) National (Canada) lotal Number Non bre total 70 32 650 60 195 1,240 6,531 3 74 284 317 157 1,784 908 380 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES and over SALARY RANGES ECHILLISDE REMUNERATION Under Moins de \$10,000 \$10,000 \$14,999 \$22,500 \$24,999 \$25 000 \$27,499 666'69\$ 000'05\$ \$15,000 \$17,499 \$17 500 \$19,999 \$20,000 \$22,499 \$27,500 \$29,999 \$30,000 \$34,999 835,000 - \$39,999 \$40,000 \$49,999 NOTE See instructions NOTA Voir instructions Name of Business Nomide l'entreprise \$ 70,000 Location Endroit

Ose separate Parts for permanent part time and temporary employees. Uidiser les autres parties pour les salaires permanents a temps partiel et les salaires. Temporaires

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NOTE See instructions			S.A.	SELL SALARIAL	SALARIÉS PEL	ENT PART-TIN	SALARY SUMMARY: PERNANENT PART-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*	•			torm	3 Partie
Non de l'entreprise	Constitute Airings INTERNATIONAL	AIRLINES	TATE	MATIONAL	ت		Brambe d'activite		AIR IRANSPORT			
Intation Endroit	National (Canada)	(anada) (anada)	X.	Province / Territory (specify) Province / territoire (preciser)	ry (specify) re (preciser)	13.C			Periox	Reporting Period 19 Periode de rapport	6861	
		All Employees Tous les salarres		4	Aboriginal Peoples	35	Pers	Personnes with Disabilities Personnes handicapees	es	Membr	Members of Visible Minorities Membres des minorites visibles	orties
SALARY RANGES ECHELLES DE REMUNERATION	Total Number Non-bre total	Men	Women	Total Number Nombre total	Men Hammes	Women	Total Number Nombre fotal	Men Hommes	Women	Total Number Nombre total	Men	Women
	1 10	Col 2	Col 3	Col 4	Col 5	Got 6	Col 7	Col 8	6 10)	Col 10	Col 11	Col 12
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656'62\$ 000'\$2\$	12	2	7	7	-	-				-	-	
\$30,000 \$39,999												
\$40,000 - \$49,999												
\$50,000 and over												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	145	314	227	٢	5	7	S	7	6	59	Ę.	23

1 MF 1849 (9 84)

Use separate Parts for permanent full-time and temporary employees

Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaries

Limpleyment and finangration Canada - Employeet Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED\*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

NOTE See instructions NOTA Voir instructions				REC	PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*	ALARIÉS PERI	PERMANENT FULL TIME EMPLOYEES HIRED* ITEMENTS: SALARIES PERMANENTS À TEMPS I	MPS PLEIN"				formulane	re & Partie A
Nom de l'entreprise CANADIAN		AIRLINES		TERNATION	INTERNATIONAL LTD.		Bre	Industrial Sector Branche d'activite	AIR TRANSPORT	SPORT			
Location-Endroit	National (Canada) National (Canada)	anada) inada)		Provinc Provinc	Province / Territory (specify) Province / territoire (preciser)		B.C.			Reporting Period Période de rapport	58 61 pod		
		To	All Employees ous les salaries			Aboriginal Peoples Autochtones	65	Pers	Persons with Disabilities Personnes handicapees	ies	Memb	Members of Visible Minorities Membres des minorites visibles	orities
Occupational Groups Categories professionnelles	Total Number Nombre total	umber fotal	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	-	Col 2	Col 3	Col 4	Col S	Col 6	Col 7	Col 8	6 10)	Col 10	Col 11	Col 12
Lipper level managers Cadres superieurs			-										
Middle or other managers Cadres intermediaires et autres cadres	13	3	7	1				-	-				
Professionals Professionnels	30	0	90	7							9	Ю	3
Semi-professionals and technicians Semi-professionnels of techniciens	10	0	8	2							2	4	
Surveillants	٥	0	+	2									
toremen/women Contremartres													
(Terrcal workers Imployes de bureau	96		±-	82	-		-				35	Ŋ	30
Sales workers Employes du secteur de la vente	_		-								-	-	
Service workers timployes du secteur des services	ક્ષ		5	26							7	6	4
Skilled crafts and trades workers Travailleurs qualifies et artisans	33	_	8+11	7							ιΩ	N	
Semi-skilled manual workers Travailleurs manuels specialises													
Other manual workers Autres travailleurs manuels	9		و								ત	ч	
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	252	01	120	132	-		,	-	1		89	21	37
The state of the s		0											* N

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Use separate Parts for permanent part time and temporary employees
 Uthiser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires

NOTE See instructions
NOTA Voir instructions
Name of Business
Nom de l'entreprise

Likation fadioit

Employment and Immigration Canada — Emplored Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

4 Partie B

tormulane

Members of Visible Minorities 1989 Reporting Pe.iod Periode de rapport AIR IRANSPORT Persons with Disabilities Industrial Section Branche d'activité B.C. Aborronal Peoples Province / Territory (specify)
Province / territoire (preciser) CANADIAN AIRLINES INTERNATIONAL LID 8 National (Canada) National (Canada)

		All Employees Tous les salaries		`	Aboriginal Peoples Aufochtones		Pers	Personnes handicapees	500	Menibi	Membres des minorites visibles	saldisi
Occupational Groups Categories professionnelles	Total Number Numbre total	Men	Women	Total Number Nombre fotal	Men	Women	Total Number Nonibre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Vennen
	(01 1	Col 2	(0)	Col 4	Col S	Col 6	(0)	Col 8	6 10)	(ol 10	(0  11	Col 12
( adies superieurs												
Midille or other managers Ladres intermediaires et autres cadres												
Professionals Professionnels												
Semi professionals and technicians Semi professionnels et techniciens												
Surveillants												
Luvemen/women Contremadres												
clerical workers timployes de bureau												
sales workers Imployes du secteur de la vente	80	-	Г									
Service workers Implayes du secteur des services	109	8	28	2	R					30	7	5
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi skilled manual workers Travailleurs manuels specialises	69	69								ũ	2	
Cither manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RÉCRUTEMENTS	781	151	35	ď	7					45	36	0
			4. (1. 4	and the second							1	

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salares temporaires

11/11/18/90 (9/86)

Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED\*

AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

NUTE See instructions NOTA Voir instructions

formulaire 5 Partie A

Women femmes (01.12 3 3 Members of Visible Minorities
Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus (les salaries promus au cours de l'annee dowent étre inscrits seulement dans la categorie professionnelle a l'aquelle ou a l'interieur de laquelle its ont ete promus en deriner) 1989 Men (ol 11 2 3 3 Reporting Period Period Total Number Nombre total Col 10 3 ٥ L Women AIR IRANSPORT 6 100 Persons with Disabilities Personnes handicapees Men Col 8 3 3 Total Number Nombre total Industrial Sector Branche d'activité Col 7 3 3 Women Col 6 Ö 0 Aboriginal Peoples Autochtones Men Col 5 17 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 CANADIAN AIRLINES INTERNATIONAL Women 2 8 カア 2 Col 3 2 K All Employees Tous les salariés Men Col 2 4  $\infty$ S 7 Ŧ 20 1 2 Total Number Nombre total National (Canada) 39 2 Col 1 Q ٥ ٢ 75 N N 16 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et techniciens t mployes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises Employes du secteur de la vente Iravailleurs qualifies et artisans Autres travailleurs manuels Upper-level managers Cadres superieurs Other manual workers Name of Business. Clerical workers Employes de bureau Confremantres Location-Endroit Service workers Professionnels Sales workers Professionals Supervisors

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Use separate Parts for permanent part time and temporary employees

Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires

Canada

Employment and Immigration Canada Emploret Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form Formulaire 5 Partie H

NOTE See instructions NOTA Voir instructions			AVA	AVANCEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL	ARIES PERMA	ANENTS A TEM	PS PARTIEL.				Formulaire	rather
Name of Business Nom de l'entreprise							Industrial Sector Branche d'activité.		100000	1-0	-	
CAN	ANADIAN	AIRLINES		THITERNATIONAL		LTD.		VIR	TEX.	000		
Lucation Endroif	National (Canada) National (Canada)		Province Province	Province / Territory (specify) Province / territoire (préciser)		6.C.				Periode de rapport	1061	
	Salar	Employees pr	omoted (Employ	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promis as cours de l'année doivent être inscrit seulement dans la categorie professionnelle a Jaquelle ou a l'inter eur de Taquelle ils ont ete promus en dermen	ng the year are to vent être inscrifs	be reported only seulement dans la	in the occupational	groups to which	or within which	they have been last de laquelle ils ont e	promoted)	ner)
Occupational Groups		All Employees Tous les salaries			Aboriginal Peoples Autochtones	56	Per	Personnes handicapées	es	Membr	Members of Visible Minorities Membres des minorites visibles	sorties
Categories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Fotal Number Nombre total	Men Hommes	Womer	Total Number Nombre total	Men Hommes	Women
	Col 1	(0) 2	(ol 3	Col 4	Col S	Gol 6	Col 7	Col 8	6 lo	Col 10	Col 11	(0) 15
Upper level managers Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionals et techniciens												
Supervisors												
Forementwomen												
Clerical workers Employes de bureau												
Sales workers Employes du secteur de la vente												
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi skilled manual workers Travailleurs manuels specialises												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS	9 03	<i>Q</i>	9	Ý	Š	8	8	2	8	8	B	E,
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	8	ø	Ø	8	8	S.	ý	8	8	P	Z	E

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Use separate Parts for permanent full time and tempiriary emplicyees.

Usinser les autres parties pour les salariés permainents a temps plein et les salaries temporaires.

Employment and thimigration Canada Emplor et Immigration Canada

form formulaire 6 Partie A

1989 Reporting Period. Periode de rapport. Industrial Sector:
Branche d'activité
Branche d'activité
AIR IRANSPORT PERMANENT FULL-TIME EMPLOYEES TERMINATED\*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\* B.C. Province / Territory (specify) Province / territoire (préciser) E CANADIAN AIRLINES - INTERNATIONAL × National (Canada) NOTE See instructions NOTA Voir instructions Name of Business Nom de l'entreprise Location Endroit

		All Employees Tous les salariés		ď	Aboriginal Peoples Autochtones	3	Pers	Persons with Disabilities Personnes handicapees	ies i	Memb	Members of Visible Minorities	visibles
Occupation al Groups Categories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Cot 8	6 100	Col 10	Col 11	Col 12
Upper-level managers Cadres supèrreurs	5	5										
Middle or other managers Cadres intermediaires et autres cadres	9	28	71				-	-		7	2	
Professionals Professionnels	92	10	4				-	_		e	+	N
Semi professionals and technicians Semi professionnels et techniciens	18	LI	_				7	2				
Surveillants	د	٥					-	-				
turemen/women (outremaitres	09	٢	-									
Clerical workers Employes de bureau	53	16	37				-		-	6	7	7
Sales workers I mployes du secteur de la vente	ق	Ξ	N									
Service workers Employes du secteur des services	ŧ.	ŧ	9							80	+	4
Skilled crafts and trades workers Travailleurs qualifies et artisans	15	ñ										
Semi-skilled manual workers Travailleurs manuels specialises	S	S										
Other manual workers Autres travailleurs manuels	3	3										
TOTAL NUMBER OF EMPLOYEES TERMINATED MOMBRE FOTAL DE CESSATIONS DE FOUCHONS	253	153	100				د	5	-	75	12	13

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Uties be autes parties for permanent part time and temporary employees salaires temporaires .

Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\*
CESSATIONS DE FONCTIONS, SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form formulaire 6 Partie 8

1 2

NOTE See instructions			CESSATION	S DE FONCTION	S: SALAKIES	PERMANENT	CESSATIONS DE FONCTIONS: SALAKIES PERMANENTS A TEMPS PARTIE	17				
NOTA Voir instructions Name of Business Nom de l'entreprise					(	Bre	Industrial Sector Branche d'activile	AIR /	IRANSPORT	L-		
Location Endroit Nation	onal (Ca	AIRLINES LINTERNATIONAL nada) K Province/Territor	Province	y (spe		8.0			Reporting Period Periode de rapport.	1989 1989		
	National (Canada)		- 1	Province Lermone (precise)			d	Doctors and Deshiple	901	Memb	Members of Visible Minorities	Ontres
		All Employees Tous les salarres			Aboriginal Peoples Autochtones	50	Per	Personnes handicapees	65	Membr	Membres des minorites visibles	visibles
Occupational Groups	Total Number	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Vomen
	Col 1	Col 2	Col 3	Col 4	5 103	6 (0)	Col 7	(of 8	6 (0)	Col 10	(0  11	Col 12
Lipper level managers												
Middle or other managers (adres intermediaires et autres cadres												
Professionals Professionnels												
semi professionals and technicians semi professionnels et techniciens	_		-									
Surveillants												
Lurementwomen												
thencal workers timployes de bureau	+		+									
Sales workers Implayes du secteur de la vente	17	2	ন্য	-	-		-		-			
Service workers Implayes du secteur des services	29	26	4	-	-					0	ત	
Shilled crafts and trades workers travailleurs qualifies et artisans							-					
Semi-skilled manual workers Travailleurs manuels specialises	90	80		-	-					1		
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEE'S TERMINATED NOMBRE TOTAL DE CESSATIONS	59	36	23	ന	ы		-		-	+	ი	-
	900000000000000000000000000000000000000	and wood only start	s full time and te	see on the common full time and temporary employees	\$3							i

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Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salarres permanents à temps plein et les salaires temporaires

Employment and fining-ation Canada - Emploret Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN\*

formulaire 2 PartA Page 1

Women Col 13 Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport Men Col 12 HALLFAX Total Number Nombre total 11 10) Women (01 10 Designated CMA (specify)
RMR designee (preciser) Persons with Disabilities Personnes handicapées Men Cot 9 AIR IRANSPORT Fotal Number Nombre total (of 8 Women Col 7 Industrial Sector Branche d'activite Aboriginal Peoples Autochtones Men g loo Total Number Nombre total Col 5 47 Province / Territory (specify) Province / territoire (preciser) Women R Col 4 ત્ર INTERNATIONAL 20 All Employees Fous les salaries Men Col 3 ww. エナジャ 200 + SIT Total Number Nombre total CANADIAN AIRLINES Col 2 生えるられ 土っぷ - らて # National (Canada) National (Canada) Quarter Top and bottom of salary range Maximum et minimum de Fechelle de remunestion \$60,000 30,000 \$55,000 000,0W 44,999 34.499 22.500 p4,999 000'0Hg - 44.999 444,999 - 59,999 000,019 000'04 & OVER Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et NOTE See instructions NOTA Voir instructions Opper level managers Cadres superieurs Semi professionals and Semi professionnels et Name of Business Nom de l'entreprise Loremen/women Contremaitres Lucation Endroit Professionals Professionnels autres cadres Surveillants technicians techniciens

Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les safaries permanents à temps partiel et les safaries Temporaires.

THAT SEATS CRIMOSES

I refers to the lowest salary quarter, 4 refers to the highest salary quarter/ I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve



Form formulaire 2 Part A. Page 2

Employment and Immigration Canada Employet Immigration Canada

	Top and bottom of salary range			All Employees Fous les salaries		Ab	Abonyinal Peoples Autochtones		Person	Persons with Disabilities Personnes handicapees	ties	Membe	Members of Visible Minorities Membres des minorites visibles	orities
Occupational Groups Categories professionnelles	Maximum et minimum de l'echelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Homnies	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	9 10)	Col 7	Col 8	6 lo)	(of 10	(ol 11	Col 12	(ol 13
	\$35	4	7	~					:			:	:	
Clerical workers	- 39,999	m'	7	-	9		:				:			
Employes de bureau	008.71	~ -	L. 04	:	-4	:					1	-		
	000'ott #	4.	0	d	_			:	-	<b>-</b> ,				
Sales workers	- H4999	m	de	-	- 2									
vente	- 27,499	~: -	00	1-	, eo		:		4		*			
	000'5tl #	4	30	P	27							:		
Service workers	- 49.999	m.	- 1	:	-	:	:							,
services	30,000	7:	50	0	ης (									
	- 34.999	-	33	0	67									
Skilled crafts and trades	000'5#	4.	7	2						-				
workers	566'bh-	m:	ල	ก							1			
Travailleurs qualifies et artisans	30,000	~· -	=-	= -			:		-					
	\$ 35,000	4	6	19		1	1.0	:		1				
Semi-skilled manual workers	- 39.999		147	44		-	-		<b>4</b>	4				
specialises	27,500	~ -	-	-										
	\$ 35,000	4	-							:				
Other manual workers	- 39,949	~				_								
Autres travailleurs manuels		~							:					
		-												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	IF EMPLOYEES DE SALARIÉS		1641	279	218	-				+	3	7	-	-

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Trefest to the lowest salary quarter, 4 refers to the highest salary quarter.
Trepresente les salares du quart le moins eleve, 4 represente les salaires du quart le plus eleve.

Canada

Employment and Immigration Canada Emploret Immigration Canada

CATEGORIES PROFESSIONNELLES: SPERMANICATION OF THINGS HINDS PROFESSIONNELLES: SPERMANICATION OF THE STATE OF

formulaire 2 Partie B. Page 1 Col 13 6861 Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport Men Col 12 HALIFAX Total Number Nombre total Col 11 Women Col 10 MRR designee (preciser) Persons with Disabilities Personnes handicapees Men Col 9 AIR IRANGEDORT Total Number Nombre total 8 10) Women (0) Industrial Sector Branche d'activite Aboriginal Peoples Autochtones Men Gol 6 Total Number Nombre total Col 5 j Province / Territory (specify)
Province / Territore (preciser) Women Col 4 CANADIAN AIRLINES INTERNATIONAL All Employees Tous les salarres Men C 103 Total Number Nombre total Col 2 Quarte National (Canada)
National (Canada) Top and bottom of salary range Maximum et minumum de l'ethelle de remuneration 100 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et NOTE See instructions NOTA Voir instructions Upper-Tevel managers Cadres superieurs technicians Semi professionnels et Semi-professionals and Name of Business Nom de l'entreprise Location Endroit Foremen/women Contremaitres Professionals Professionnels autres cadres Supervisors techniciens

Use separate Parts for permanent full-time and temporary employees
 Uthiser les autres parties pour les salaires permanents a temps plein et les salaires temporaires.

1 thr 1881 (9 80) 11 1

•• Trefers to the lowest salary quarter; 4 refers to the highest salary quarter/ Trepresente les salaires du quart le mons eleve, 4 represente les salaires du quart le plus eleve

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Employment and Immigration Canada Emploi et Immigration Canada

form formulaire 2 Partie B, Page 2

NOTE. See instructions

NOTA Voir instructions										4	100	Momber	Members of Visible Minorities	Orifies
	Top and bottom			All Employees Tous les salariés		A	Aboriginal Peoples Aufochtones		Perso	Personnes handicapees	ées	Membres	Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col		Col 2	Col 3	Col 4	Col 5	Gol 6	Col 7	Col 8	6 lo)	(ol 10	Col 11	Col 12	(01 13
Clencal workers		4 w				-						: : :		
Employes de bureau	#10,000	~	2		ત								:	
Sales workers	\$22,500 - 24,919	4 w	±2		<b>4</b> 6									
t mployes du secteur de la vente	7,500	~	<u>6</u> ±	N -	Ĺū				-					
Service workers		4 ~			:									:
Employes du secteur des services		~ -												
Shilled trafts and trades		4 E												
Travailleurs qualifies et artisans		~												
	\$25,000	4	<del>1</del> 1	± r		:							: .	
ravailleurs manuels specialises	7,500	7 7	- 12	w c	6								-	
		4								:	:	1		
Other manual workers Autres travailleurs manuels		m (												:
		÷ -												
TOTAL NUMBER OF EMPLOYEE	NE EMPLOYEES DE SALARIES		18	23	28				7		7			
														1

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter.

1 represente les salares du quart le moins eleve. 4 represente les salares du quart le plus eleve.

Employment and foungration Canada - Employed from gration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PLEIN\*

Formulane 2 Parted, Page 1

Women Col 13 Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport Men Col 12 MONTREAL lotal Number Nombre total (01.11 Women Col 10 Designated CMA (specify) RMR designee (preciser) Personnes handicapees Men 6 10) AIR IRANSPORT Total Number Nombre total Col 8 × Women Col 7 Industrial Sector Branche d'activite Abornginal Peoples Autochtones Men Col 6 Total Number Nombre total Col 5 7 Province / Territory (specify)
Province / territore (preciser) Women Col 4 - 0 4-044 INTERNATIONAL All Employees Fous les salaries Men 岩干500mm-Col 3 ひ 中 中 ス 두 부원 교 Total Number Nombre total Col 2 - キッキャンコガレスー 4 N 00 W 手のです CANADIAN AIRLINES National (Canada) National (Canada) Quarter Top and bottom of salary range Maximum et minimum de l'echelle de remuneration 30,000 # 70,000 30,000 000'09 \$ 54,999 44.999 \$ 55,000 - 59,999 \$65,000 - 69,999 30,000 22,500 34,199 35,000 - 39,999 Col 1 Occupational Groups Categories professionnelles Middle or other managers NOTE See instructions NOTA Voir instructions Cadres intermedianes et Upper-level managers Cadres superieurs Semi professionals and technicians Semi professionnels et Name of Business Nom de l'entreprise ocation Endroit nemen/women Confremantres Professionals Professionnels autres cadres Surveillants techniciens

\$ 1.00 KJ 1.785

Trefers to the lowest salary quarter, 4 refers forthe highest salary quarter.

I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus-eleve.



Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries. Temporaires

formulaire 2 Partie A. Page 2

NOTE See instructions										1		Mumbarsal	Mumbers of Visible Minuralies	ordies
	Top and bottom			All Employees		Ab	Aboriginal Peoples Autochtones	~	Person	Personnes handicapees	es	Membre	Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Maximum et minimum de	Quarter	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women
	remuneration	,			Col A	5 103	Cot 6	(0) 7	Col 8	6 103	Col 10	(ol 11	Col 12	Col 13
	(0  1		7 00	(10)	101									
	\$35,030	4	+	#	1					-		-		-
Clerical workers	- 39.919	~	30	ক	- !				,		. 7	_		_
Employes de bureau	15,000	2.	Ŧ.	-	<b>Q</b> 1	:			20	,	-		:	
	Pr4, 11 -	-	90						2					
	OCO. 04 4	4	po	٥	2	1.	:					=		2
Sales workers	HH-9-39	m:	183	9	43				-	-				
£ mployes du secteur de la	15,000	7	đ.	ų.	2	11 1 1 1								
vente	-17,439	-	38	B	20									
	\$ u5,coo	4	39	<u>ہ</u>	7	:					•		:	
Service workers	PP9, P4-	e :	8	-	49									
Employes du secteur des	17,500	7	36	742	2		1					:		
services	- 19,999	-	22	5	6							V	R	
Skilled crafts and trades	4 H5,000	4:	8-11	84		:				2		) ±	±	
workers	- 49,999	m.	108	10	-				1	Ę			*	
Travailleurs qualifies et	20,000	ż	5	ū	:	1			:					
at them is	- 22,499	-	7	7					·	7		7	2	
	\$35,000	4	521	Ē,	<b>ત</b>	:			ł					
Semi skilled manual workers	- 39,999	۳.	S	n						:				
Travailleurs manuels	17,500	7	-							:				
shecramers.	- 19,999	-	Ð	2										
	35,000	4	±	+				:	: :			:		
Other manual workers	- 39,499	~	_	-	1				:					
Autres travailleurs manuels	22,500	~	٦	4				1	:	:				
	-24,499	-	2	7										U
TOTAL NUMBER OF EMPLOYEE	DF EMPLOYEES			158	359	6	7	_	=	_	‡	223	2	2
NOMBRE TOTAL DE SALARIES	DE SALARIES												(	18.0

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter.
1 represente les salaires du quart le moins eleve. 4 represente les salaires du quart le moins eleve.

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Employment and Inningration Canada Employed Inningration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Members of Visible Minorities Membres des minorites visibles MONTREAL Besignated CMA (specify)
RMR designee (preciser) AIR IKANSPORT Industrial Sector Branche d'activité: Aboriginal Peoples Autochtones Province / Territory (specify) Province / Territoire (preciser) ANADIAN AIRLINES INTERNATIONAL All Employees Tous les salaries National (Canada) Top and bottom of salary range Maximum et minimum de fechelle de remuneration NOTE See instructions NOTA Voir instructions Name of Business Nom de l'entreprise Lucation Endroit

Persons with Disabilities Personnes handicapees

femmes

Hommes

Total Number Nombre total Col 11

Women Col 10

Men Col 9

Total Number Nombre total

Women Col 7

Men Hommes Col 6

Total Number Nombre total Col S

Women Col 4

Men Col 3

Total-Number Nombre total Col 2

Quarte

Occupational Groups Categories professionnelles

Col 1

Middle or other managers

Upper level managers Cadres superieurs

Cadres intermedianes et

autres cadres

Professionals Professionnels

Semi-professionals and technicians Semi-professionnels et techniciens

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Supervisors

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Trefers to the lowest salary quarter, 4 refers to the highest salary quarter/ Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

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Use separate Parts for permanent full time and temporary employees. Utiliser les autres parties pour les salaires permanents a temps plein et les salaires. temporaires

NOTE. See instructions

Ouarter Total Number   Ouarter   Oua		Top and bottom of salary range	:		All Employees Tous les salaries		∢	Aboriginal Peoples Autochtones	\$	Perso	Persons with Disabilities Personnes handicapées	ities	Membe	Members of Visible Minorities Membres des minorites visibles	visibles
#12,5000				Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
#12.5000 4 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		Col		Col 2	Col 3	Col 4	Col S	Col 6	(0) 7	(018	6 10 )	(01 10	Col 11	(01 12	(ol 13
#25,000   13 22   10,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,000   12,		- 14,999	4 m %-			-									
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# 25,000 1 1 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2		12,500 - 14,999 7,500	4 E 2 I	e 5 e &	nn-	2000									
\$ 25,000 4 12, 27, 499 34 34 34 34 34 34 34 34 34 34 34 34 34	ades		4 E V												
wels (\$12,500		\$ 25,000 -77,499 5,000	4 % ~ -	キュモギ	キマヨシ	-		:		2	4	:	n-	۸-	
- 14,444	nels	4612,500	4 E 2: 1	-											
TOTAL MUMBER OF EMPLOYEES 243 133 110	I NUMBER OF EN	APLOYEES		243	133	110				3	2	-	3	0	

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
 1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus éleve

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NOTE See instructions NOTA Voir instructions

I impleyment and liming atton Canada - Employed finning ration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN\*

formulaire 2 PartA, Page 1

Women 68 61 (01.13 Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport Men ICRONTO (01 12 4 1 Total Number Numbre total Collin + 3 Women 01 10) Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Hommes 6 100 Men IRANSPORT Total Number Nombre total 8 100 X Women Col 7 Industrial Sector Branche d'activite Aborrginal Peoples Autochtones Men g log Total Number Nombre total 5 103 7 Province / Territory (specify)
Province / Territoire (preciser) Women Cul 4 725 S - 0 ±-ANADIAM AIRLINES INTERNATIONAL All Employees Fous les salarres Hommes Men +384 名三季学 Col 3 ± 00 10 − 3.0 Total Number Nombre total 4-4 三日本 という これ 日本 なって ひょう Col 2 National (Canada) National (Canada) Quarter Top and bottom of salary renge Maximum et minimum de l'echelle de remuneration \$ 65,000 # 70,000 E OVEL \$ 20,000 \$ 45,000 \$ 10,000 PHE, and 35,000 -24,949 49.999 30.00 - 34,999 39.99 22,50D 27,50D P19,919 C-00'57 -69,999 -29,997 001 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et digies tevelmanagers Semi professionals and technicians Semi professionnels et Noni de l'entreprise Name of Business adres superieurs neation findroit Professionals Professionnels autres cadres Supervisors techniciens

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter/ Frepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve Use separate Paris for permanent part time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries Temporaires

-59,999 35,000

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- 39,999

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NOTA VOLUMENTALION	Top and bottom of salary range	:		All Employees Fous les salaries		A	Abongmal Peoples Autochtones	ş	Persor	Persons with Disabilities Personnes handicapees	ees	Membe	Members of Visible Minorities Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Maximum et minimum de l'echelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre fotal	Men	Women
	(of 1		Col 2	Col 3	Col 4	Col S	Col 6	Col 7	Col 8	6 lo)	Col 10	Col 11	Col 12	Col 13
	\$35,000	4	= 9	0									<b>-</b> ;	
Clerical workers Employes de bureau	34.44	~ ^	מים	.:±	200				۲		4	2		ĸ
	-17.4.49	ų	77		22							2		2
	000'SH \$	4	25	જ્	e)	-	- -		4	ત		- (	į	- K
Sales workers Amoloves du secteur de la	PPP. P4 -	m	251	21	3,			. •	η.		Ŋ -	Ÿ-	<u>n</u> –	3
vente	12.500	٠,٠	¥ 1.0	= %	22	-		-	•		•	=	9	9
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Employes du secteur des	11.3	n: 0	7 = 7	×	} %		Ľ		-	_		20	0	n
services	15,000	<del>,</del> -	青	1 1	230	7	-	260	2	2		20	0	10
Skilled crafts and trades	45,300	4	=	1			:			:	1		- 1	
workers	PPP, P41		77	74	_							_	7	
Travailleurs qualifies et	30,000	2	75	75					Ŋ	ત		0	<u>(1)</u>	
41(120)13	-34,799	-	1	17					7	7		1	1	
	\$ 35,000	4	260	360		-	-		ტ	ų.			•	
Semi skilled manual workers	-39,999	σ.	6	5		: :		:	1			- 1	- (	:
Travailleurs manuels	12,500	7	Ī	45	+							- :	r) (	‡
specialises	- 14,399	-	641	143						-		2	0	
	000'0H €	и	-	-										
Other manual workers	- H44999	~	+	+		_	-							
Autres travaments manuers	15,000	~											-	
	-17,499	-										1		
TOTAL NUMBER OF EMPLOYELS NOMBRE TOTAL DE SALARIÉS	OF EMPLOYELS DE SALARIÉS		2,74b	1,694	1,052	ō	7	9	31	30	=	160	121	39
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Lecters to the lowest salary quarter, a refers to the highest salary quarter is to plus eleve a represente les salares du quart le plus eleve

NOTE See instructions NOTA Voir instructions

Name of Business Nom de l'entreprise

Location Endroit

Firiployment and immegration Canada Emploret Immigration Canada

formulaire 2 Partie B, Page 1 Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport TORONTO Designated CMA (specify) RMR designee (preciser) IRANSPORT OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PARTIEL\* AIR Industrial Sector Branche d'activite Aboriginal Peoples Autochtones CANADIAN AIRLINES INTERNATIONAL LTD Province / Territory (specify)
Province / territoire (preciser) All Employees Tous les salaries National (Canada) National (Canada) Top and bottom of salary range Maximum et minimum de l'echelle de remuneration 

Persons with Disabilities Personnes handicapees

Total Number Numbre total Womer

Women

Men (c) 12

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Men

Total Number Numbre total

Women Col 7

Men 9 10)

Fotal Number Nombre total

Women Col 4

Men Hommes Col 3

Total Number Nombre total

Quarter

Categories professionnelles Occupational Groups

Col 2

Col 1

Upper level managers

Cadres superieurs

Middle or other managers

Cadres intermediaires et

autrescadres

Col S

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter? Trepresente les salares du quart le moins eleve, 4 represente les salaires du quart le plus-eleve

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uremen/women

Supervisors techniciens

Contremaitres

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\$27.50D - 29.999

Semi-professionals and technicians Seini professionnels et

Professionals Professionnels

form formulaire 2 Partie B, Page 2

	Top and bottom of salary range			All Employees Fous les salarres		Ab	Aboriginal Peoples Autochtones	\$	Perso	Persons with Disabilities Personnes handicapees	ties	Membre	Members of Visible Minorities Membres des minorities visibles	visibl
Occupational Groups Categories professionnelles	Maximum et minimum de l'echelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Vomen
	Col 1		Col 2	Col 3	Col 4	Coll 5	9 (0)	(0)	Col 8	6 10)	(01 10)	Col 11	(of 12	(01.13
( Terical workers	- 14,495	9 E	-		-							,		
Employes de bureau	000,01	<i>-</i> -	- ~		- n			;						
Sales workers	4.25,000	4 m	₹ <del>7</del>	8	0#								ď	
Employes du secteur de la vente	000'01	~ -	10 K	Cą	27	-	,					ō	4 %	
	\$ 17500	4	S	0	7							٦	17	
Service workers Employes du secteur des	19,999		80	2	∓ 4	-		-	-	-		- 12	+	) ~
services	9999	, -	89	52	37							20	#	
Skilled trafts and trades workers		4 W	1 1											
artisans		~	:											
Semi-skilled manual workers	\$20,000 PPH.CS.	4 6	MJ	<b>NJ</b>								0	0	
Travailleurs manuels specialises	5,000	7 -	36	84	7				-	-		0 -	0-	
Other manual workers		4 ~												
Autres travailleurs manuels		· ~							1	:		1		
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		LTH	721	256	7		-	ત	2		24	31	23
NOMBAE TOTAL	נ חר זאראוניז													

.. I refer to the lowest salary quarter. A refers to the highest salary quarter is to the highest salary quarter plus eleve

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form formulaire 2 Partie. Page 1

Women Cot 13 Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport Hommes Col 12 Men MINNIPEG lotal Number Numbre total 11 100 Wumen Cof 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men 6 100 AIR TRANSPORT Total Number Numbre total OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PLEIN\* (ol 8 M Women (0) Industrial Sector Branche d'activité Aborrginal Peoples Autochtones Men Col 6 Total Number Nombre total 47 Col S Province / Territory (specify) Province / territoire (preciser) Women CANADIAN AIRLINES INTERNATIONAL Col 4 - d -All Employees Tous les salaries Men m # 2 Col 3 = + 4700 M F Total Number Nombre total Col 2 nan-ニキャルカンペーニ n-2-Quart National (Canada) Lop and bottom of salary range Maximum et minimum de l'echelle de remuneration #65,000 - 64,999 - 69,999 - 30,000 #70,000 \$ 55,000 - 59,149 30,000 & OVER 35,000 000'0t # - 39,999 - 44,999 30,000 -34.939 100 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et NOTA Voir instructions Upper Tevel managers Cadres superieurs Semi professionals and technicians Semi professionnels et Name of Business Nom de l'entreprise ocation findrost Confrementies Professionals Professionnels autres cadres Supervisors techniciens

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Usy separate Parts for permanent part time and temporary employees. Unliser les autres parties poor les Safaries permanents a temps partiel et les safaries. temporaires

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter. Trepresente les salaires du quart le moins efeve, 4 represente les salaires du quart le plus eleve :



NOTA VOILINGUALIONS	Top and bottom			All Employees Tous les salarrés		A	Aboriginal Peoples Autochtones	•	Perso	Personnes handicapees	lies	Membe	Members of Visible Minorities Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	remuneration		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	6 (0)	(ol 10	(ol 11	(ol 12	(of 13
	\$30.000	4.	20	-	- 0		;	:-						
Clercal Workers Employes de bureau	22,500	~ ~ -	n n		, ,,				: 1					
Sales workers	\$ 45,000	4. w	±0	2	- 84				±	ત	ч			
Employes du secteur de la vente	000,31	~ -	25	w 7	₽ <u></u>	:								
Service workers	4 45,000	4 ~	25		ŧ			:						
Employes du secteur des services	7,500	. ~: -	22.8	6-1-	± 2			:	<b>-</b> 1				-	
Skilled crafts and trades	000.044 10000	4.0	ō a	ō =	1	:						-	-	
workers Travailleurs qualifies et artisans	30,000	n ~:-	Fün	F⊙ 4							-	:		
Semi skilled manual workers	49 35,000	4 ~	80 66	නු දිද			:		:					
Travailleurs manuels specialises	25,0x0 - 27,449	~ -	00 -	<b>n</b> –					-	-				
Other manual workers		4 ~								: .				
Autres travailleurs manuels	\$25,000 - 21,449	~-	•	-		- 1		-		:			2	
TOTAL NUMBER OF EMPLOYEES	OC CARDI OVER												7	

Trefers to the lowest salary quarter, d refers to the highest salary quarter to plus eleve Trepresente les salaines du quart le moins eleve. A represente les salaines du quart le plus eleve

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NOTE See instructions

Employment and Immigration Canada Emploret Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PARTIEL\*

form 2 Part B. Page 1

NOIA Voir instructions				Treasure 3	HOLESSION .	CALLONIEST NOTESSIONNELLES, SALANIES FERMIANENTS A TEMPS PARTIEL	INIES FERMAN	SERISA IER	ILS LAN HEL			formulaire	laire & Partie B.	ie B, 195
Name of Business Nom de l'entreprise	CANGELAN		AIRLINES		INTERNATIONAL	1 Ln	Industrial Sector Branche d'activité	AIR AIR	IRANSPORT	PORT		Repo	Reporting Period Periode de rapport	6861
Location Endroit	National (Canada) National (Canada)	(Canada)		Province / Territory (specify) Province / territoire (preciser	Province / Territory (specify) Province / territoire (preciser)				S RMK	Designated CMA (specify) RMR designee (préciser)	specify)	WINNIPES	PES	
Occupational Ground	Top and bottom of salary range	:		All Employees Tous les salariés		ď	Aboriginal Peoples Autochtones		Person	Persons with Disabilities Personnes handicapees	ties	Membe	Members of Visible Minorities Wembres des minorites visibles	orities
Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
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. Use separate Parts to permanent full time and temporary employees
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Women Col 13 Members of Visible Minorities Membres des minorites visibles Men Hommes Col 12 + 4. Total Number Nombre total Col 11 + 4-Women Col 10 Persons with Disabilities Personnes handicapées Men Col 9 Total Number Nombre total Col 8 Women Col 7 Aboriginal Peoples Autochtones Men 9 IO) Total Number Nombre total Col 5 2 Women 2 -5 Col 4 All Employees Tous les salaries Men 4-2400 8 Col 3 Total Number Nombre total 8~5 % 4 - 8 -2 100 5000 Quarter Top and bottom of salary range Maxim um et minumum de l'echelle de remuneration # 12.500 - 14,999 5,000 \$ 20,000 \$7,449 9666-\$25,000 7,499 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES Col 1 Semi-skilled manual workers Travailleurs manuels specialises Occupational Groups Caregories professionnelles Other manual workers Autres travailleurs manuels Sales workers Employes du secteur de la Service workers Employes du secteur des services Shilled crafts and trades workers Travailleurs qualifies et artisans NOTE. See instructions NOTA Voir instructions Clerical workers Employes de bureau

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN\*

formulaire 2 Partie A, Page 1

Employment and Immigration Canada - Employer Immigration Canada

NOTE See instructions NOTA Voir instructions

Name of Business Nom de l'entreprise Lucation Endroit

68 61 Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport Hommes Col 12 EDMONTON Men Nombre fotal (0) 11 Women (01 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men 6 10) AIR TRANSPORT Total Number Nombre total Col B × Women Col 7 Industrial Sector. Branche d'activite Aboriginal Peoples Autochtones Men 9 10) Total Number Nombre total L-T2 Col 5 Province / Territory (specify) Province / territore (preciser) Women INTERNATIONAL Col 4 All Employees Fous les salarres Men ストら Col 3 Total Number Nombre total CANADIAN AIRLINES 2 100 2000 National (Canada) Quarter Top and bottom of salary range Maximum et minimum de l'echelle de remuneration \$60,000 - 64,999 25,000 Occupational Groups Caregories professionnelles Middle or other managers Cadres intermediaires et Upper level managers Cadres superieurs

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Use separate Parts for permanent part time and temporary employees. Utiliser lei, autres parties pour les salaries permanents à temps partiel et les salaries temporaires.

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formulaire 2 Partie. Page 2

NOTE See instructions

	Top and bottom	1	1	All Employees Tous les salariés		AD	Autochtones		Perso	Personnes handicapees	ees	Membres des minorites visible	Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	<u> </u>	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
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Service workers	666'bh -		29	. <del></del> ;	35		:							
Employes du secteur des services	17,500	~:-	٦. م	0:-2	11	:							:	-
Skilled crafts and trades	4 Ho.oob	. 4	=	=:		:			:		:			
workers	- 144.999	۳	77	7		:			: -:					
Travailleurs qualifies et artisans	30,000	2.	- 14	- d			:			-				
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Other manual workers Autres travailleurs manuels		m ~.												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	DE SALARIES	-	1-1-1	279	138	3	2	-	7	#	7	+	6	`

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NOTE See instructions NOTA Voir instructions Name of Business Nom de l'entreprise tenation Endroit

Employment and Immigration Canada Emploret Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL\*

form Part B. Page 1 1987 Reporting Period Periode de rapport Designated CMA (specify) AIR TRANSPORT Industrial Sector Branche d'activite CANADIAN AIRLINES INTERNATIONAL LTD ☐ Netional (Canada) ☐ Province / Territory (specify)

	Netronal (Canada)	(anada)	2	Province   territoire (preciser)	toire (preciser)				NA RW	RMR designee (préciser)	(iser)	EDM	EDMONTON	
Occupational Groups	Top and bottom of safary range	:	1	All Employees Tous les salarres		AL	Aboriginal Peoples Autochtones	22	Perso	Personnes handicapees	lies Pes	Membe	Members of Visible Minorities Membres des minorites visibles	iorities
Categories professionnelles	minimum de l'echelle de remuneration	Quarter	Total Number Numbre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	lotal Number Nombre total	Men Hommes	Wumen	Total Number Nombre total	Men Hommes	Women
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Utilize les autres parties pour les salaires permanents a temporaires.

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form Part B. Page 2 Forme B.

	Top and bottom		1	All Employees Tous les salaries		AE	Abonginal Peoples Autochtones	*	Perso	Persons with Disabilities Personnes handicapées	ties	Membe	Members of Visible Minorities Membres des minorites visibles	orities
Occupational Groups Categories professionnelles	Maximum et minimum de l'echelle de	Quarter	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre fotal	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	remuneration (of 1		Col 2	Col 3	Col 4	Col 5	Gol 6	Col 7	(of 8	6 (0)	(ol 10	(ol 11	Col 12	Col 13
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Service workers Employes du secteur des services	905,7 902,7 999,9	4 % ~ -	±±=-	n − ±−	-81									
Skilled crafts and trades workers Travailleurs qualifies et artisans		4 6 2-1												
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Other manual workers Aurres travailleurs manuels		4. E 2. E		:				, : :	:					
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	DE SALARIES		50	55	53	-		-	-		-	7	-	-

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter is plus eleve it represente les salaires du quart le plus eleve

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Employment and Immigration Canada Employet Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PLEIN\*

formulaire 2 Partie A. Page 1 lemmes 6861 Wermen Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport Men Cot 1,7 no. 2 CALGARY Total Number Numbre total 300 K. Wumer Cat 10 Designated (MA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Hommes Cot 9 Men TRANSPORT Total Number Nombre total ( col 8 N × Women AIR Col 7 Industrial Sector Branche d'activite Aboriginal Peoples Autochtones Men Gol 6 Total Number Nombre total Col 5 5 Province / Territory (specify)
Province / Territoire (preciser) Women CANADIAN AIRLINES INTERNATIONAL 2424 00 Cut 4 2 All Employees Tous les salarres Hommes Men 74440270 -4748007 - ~ ū Total Number Nonibre total キスイタでひかみ よりをのがでっち だら事 Quarter National (Canada) National (Canada) lop and bottom of salary range Maximum et minimum de l'echelle de # 50,000 -54,999 \$ 70.000 \$ OVER \$ 70,000 \$50,000 \$4.999 \$ 55,000 - 124,999 -29,999 39.999 \$55,000 -24.999 34,999 \$ 22,500 30,000 35,000 \$ 70,000 & OVER Categories professionnelles Occupational Groups Middle or other managers Cadres infermediaires et NOTE See instructions NOTA Voir instructions Opper Tevel managers Cadres superieurs semi professionals and technicians Semi professionnels et techniciens Name of Business Nom de l'entreprise ocation Endroit Confremantres Professionals Professionnels autrescadres Surveillants

Use separate Parts for permanent partitime and temporary employees. Utiliser les autres parties pour les salaries permanents a temps puriel et les salaries temporaires

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Trefers to the lowest salary quarter, 4 refers to the highest salary quarter Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Form Parte A Page 2

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NOTA Voir instructions	Occupational Groups Categories professionnelles			Classest workers	f moloves de bureau			Sales workers	Employes du secteur de la	venie		Service workers	Employes du secteur des	services	Skilled crafts and trades	workers	Travailleurs qualifies et	artisans		Semi-skilled manual workers	Travailleurs manuels	sherrance at			Autres travailleurs manuels		TOTAL NUMBER OF EMPLOYEES

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter.

Trepresente les salaires du quart le moins eleve. 4 represente les salaires du quart le plus eleve.

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

tormulane 2 Partie B, Page 1

Women 19 89 Col 13 Members of Visible Minorities Membres des minorites visibles Reporting Period Periode de rapport Men CALGARY Col 12 Total Number Nombre total Col 11 Women Col 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men 6 10) AIR TRANSPORT Total Number Nombre total Col 8 × Women Col 7 Industrial Sector Branche d'activite. Aboriginal Peoples Autochtones Men Hommes Col 6 Total Number Nombre total Col 5 INTERNATIONAL LTD Province / Territory (specify)
Province / Territoire (preciser) Women Col 4 All Employees Tous les salaries Men (o) 3 Total Number Nombre total CANADIAN AIRLINES Col 2 Quarter National (Canada) National (Canada) 4 of salary range Maximum et minimum de l'echelle de \$30,000 -34,999 Occupational Groups Categories professionnelles Middle or other managers NOTE See instructions NOTA Voir instructions Cadres intermediaires et Semi professionals and technicians Semi professionnels et Upper level managers Name of Business Nom de l'entreprise Cadres superieurs tocation Endroit Professionals Professionnels autres cadres techniciens Supervisors

Use separate Parts for permanent full time and temporary employees. Utiliser les autres parties pour les salaires permanents a temps plein et les salaires. Temporaires \*

Foremen/women Confremantres

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\* Trefers to the lowest salary quarter, 4 refers to the highest salary quarter Trepresente les salaires du quart le moins éleve. 4 représente les salaires du quart le plus éleve



NOTE See instructions NOTA Voir instructions

Formulaire 2 Partie B, Page 2 Women Col 13 n Members of Visible Minorities Membres des minorites visibles Men Col 12 Total Number Nombre total Col 11 6 S Women 01 10 R Persons with Disabilities Personnes handicapees Men 6 10) Total Number Nombre total 8 (0) 3 Women Col 7 Aboriginal Peoples Autochtones Men Col 6 Total Number Nombre total Col 5 Women Col 4 なかれば き All Employees Tous les salarres Men न्न 29 32 Col 3 Total Number Nombre total - そり + + 次生 サインな (01 2 133 Quarter Top and bottom of salary range Maximum et minimum de l'echelle de remuneration 420,000 7,500 #25.000 -27,449 7,500 \$22,500 - 24,999 10,000 +17.500 -29,999 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES - 100 Semi skilled manual workers fravailleurs manuels Occupational Groups Categories professionnelles Autres travailleurs manuels Sales workers Imployes du secteur de la vente Service workers Employes du secteur des Skilled crafts and trades Travailleurs qualifies et artisans Other manual workers Clerical workers Employes de bureau specialises workers Services

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Employment and Immigration Canada — Emplored Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN\* Industrial Sector Branche d'activite

formulane 2 Partie, Page 1

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Reporting Period Periode de rapport

AIR TRANSPORT

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CANADIAN AIRMES INTERNATIONAL

NOTE See instructions NOTA Voir instructions

Name of Business Nom de l'entreprise

Women Col 13 - 00 00 0 - v) -Members of Visible Minorities Membres des minorites visibles Men Col 12 K 700 VANCOUVER 74 Ц S 3 d d -Total Number Nombre total 2 N K -22 11 10) 3 S - 0 2 Women 01 10) Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Hommes 6 100 Men 203 - w enn-6 N -Total Number Nombre total Col 8 WF × 3 トロローロー S Women Col 7 Aboriginal Peoples Autochtones Men 9 In Total Number Nombre total Col 5 Province / Territory (specify)
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: Use separate Parts for permanent part-time and temporary employees. Utiliser le cautres parties pour les salaries permanents a temps partiel et les salaries. Temporaires

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Form Part A. Page 2.

NOTA Voir instructions	Top and bottom		12	All Employees Tous les salarres		PE	Abunginal Peuples Autochtones	5	Perso	Personnes handicapees	ies	Member	Members of Visible Minorities Membres des minorites visibles	nsibles
Occupational Groups Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
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Employment and Immigration Canada Employeet Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL\*

form Part B. Page 1

Women 68 61 (01.13 Members of Visible Minorities Membres des minorites visibles Reporting Period: Periode de rapport Men Col 12 MANCOUNER Total Number Nombre total Col 11 Women (of 10 Designated CMA (specify) RMR designee (preciser) Persons with Disabilities Personnes handicapees Men 6 lo AIR TRANSPORT Total Number Nombre total Cot 8 Q Women Col 7 Industrial Sector Branche d'activite: Aboriginal Peoples Autochtones Gol 6 Total Number Nombre total Col 5 INTERNATION LD. Province / Territory (specify)
Province / territorie (preciser) Women COI 4 All Employees Tous les salariés Men Col 3 Total Number Nombre total CANADIAN AIRLINES Col 2 Quarter National (Canada) Top and bottom of salary range Maximum et minimum de l'echelle de remuneration - 19.999 12.500 #25,000 -27,499 17,500 425,050 Col 1 Occupational Groups
Categories professionnelles Middle or other managers Cadres intermedianes et NOTE See instructions NOTA Voir instructions Upper level managers Cadres superieurs Semi professionals and technicians Semi professionnels et techniciens Name of Business Nom de l'entreprise Lucation Endroit Contremaitres 1 (44) 1680 (9 80)11 1 Professionals Professionnels autres cadres Supervisors

Use sepal ate Parts for permanent full time and temporary employees. Utiliser his autres parties pour les salaries permanents a temps plein et les salaries temporaires 4

I refers to the lowest salary quarter, 4 refers to the highest salary quarter.
I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve



Form Formulaire 2 Partie B. Page 2

NOTE. See instructions

NOTA Voir instructions														
	Top and bottom			All Employees Tous les salariés		Ab	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapees	res	Member	Membres des minorites visibles	visibles
Occupational Groups Categories profes: rielles	Maximum et minimum de l'echelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre rotal	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
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# **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

# LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CANADIAN STEVEDORING COMPANY LIMITED

9021

Canadä<sup>\*</sup>

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Supply and Services Canada Approvisionnements et Services Canada

Ottawa, Canada K1A 0S9 Ottawa (Canada) K1A 0S9

	! NAME OF EMPLOYER	FULL LEGAL NAME		: COMMON OR BU	SINESS NAME			
9		: CANADIAN STEVEDORING COMPANY	LIMITED					
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: I . F	ADDRESS	1285 FRANKLIN STREET   VANCOUVER, B.C. V6A 1J9		: 1285 FRANKLI : VANCOUVER. 3				
1	OFFICERS	NAME OF CHIEF EXECUTIVE OFFIC		i i		BLE FOR EN	PLOYMENT EQU	ITY
į		: BRIAN W. MITCHELL		: A. ELIZABETH }	690k 			***************************************
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# Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Fart A Page 1

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# Employment and Immigration Canada OCCUPATIONAL BROUPS: PERMANENT PART-TIME EMPLOYEES For# 2

Part B Page 1

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PERMANENT FULL-TIME EMPLOYEES HIRED Form 4 Part H \_\_\_\_\_\_

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#### PERMANENT PART-TIME EMPLOYEES HIRED

Fore 4 Part 9 : Name of Business: 009021 CANADIAN STEVEDGRING : Industrial Sector: 455 SERVICE TO WATER TRA National (Canada) & Province/Territory (specify) 15 BRITISH COLUMBIA | Lacations : Reporting Period: 1989 1 Members of Persons with | All Employees | Aborioinal Peoples | Disabilities | Visible Minorities : OCCUPATIONAL **GROUPS** ; Cai. i : Eci. 2 : Cai. 3 : Cai. 4 : Cai. 5 : Eci. 6 : Cai. 7 : Coi. 8 : Cai. 9 : Cai. 10: Cai. 11: Cai. 12 : Upper-level 0 1 0 1 0 1 0.1 ; Professionals 0.3 0.1 0 ! 0.3 0.1 0.1 0.1 Semi-professionals : and technicians : -----0.1 0.1 0.1 0.3 0.1 0.1 Foremen/women 0.1 0.1 Elerical workers 0 1 0 1 0 1 Bales workers û ! 0.1 0 1 0.3 Gervice workers Skilled crafts and i 6 i 0.1 0 ( 0 ) 0.3 trades workers : Semi-skilled : imanual workers . .Other manual . TOTAL NUMBER OF . 54 5. 1. 0. 04 0.0

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### Essionment and Ismigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

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# Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part 8 Page !

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# **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

# LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CATHAY PACIFIC AIRWAYS LIMITED



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# Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Part A Page 1

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# Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2

Part B Page 1

Name of Business: 009026 CATHAY PACIFIC AIRWA | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. | Reporting Period: 1989 X National (Canada) Province/Territory Designated CMA ...... Persons with Members of OCCUPATIONAL Top and 191 All Employees | Aboriginal Peoples | Disabilities | Visible Minorities bottom of |U|------|salary range|A| Total | | Total | GROUPS | Total | | Total | R Number Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | W Col 1 | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 Upper-level 131 121 managers 111 141 Middle or other 131 managers 21 1=|= Professionals 131 121 111 . . . . . . . . . . . . 141 Semi-professionals 131 and technicians 121 111 1 141 Supervisors 131 1 121 111 141 Foremen/women 131

21

Page 2

cation: X N	National (Cana	ada	) Pr	ovince/T	erritor	1				Designat	ed CMA			
OCCUPATIONAL	Top and				es	Abor	iginal P	eoples		ersons wi		M	Members o le Minori	
GROUPS	bottom of    salary range	A   R	Total     Number	Hen	Women	Number	Nen	Women		Men	Women	Total     Number	Men	
	1 1	1 . 4			Col 4	Col 5	Col 6	COL 7	1 1	COL 9	COL 10	COL 11		1
lerical workers	12499	4   3	1 1		1 2							1 1 1		
	2499	<u>2 </u>  1	1 1 1		1 1	1						1		
		141			1						]			
ales workers		3   2   1						1				1		1
****************		-   -   4		1	1		1	1	******			******		
Service workers		3												
		11								*******				
Skilled crafts and	1	131					<u> </u>	-	-		<u> </u>			
rades Workers		<u>2 </u>  1   = =										= =====================================		
Semi-skilled		4		1 :	1									
manual workers	İ	<u>2</u>	1		1		1		1			1		1
	1	4									1		1	1
		121												
Other manual workers		3   2   1					1	1						

1			SALAI	RY SUMMARY	: PERMAN	ENT FULL-	TIME EMPLO	DYEES		Form 3	Pa	ert A
Name of Business:	00902	5 CATHAY	PACIFIC A	IRWAYS LI			Industr	ial Sector	r: 451 /	AIR TRANSP	ORT INDUS	STRIES.
Location:	Х	National	(Canada)	Province	/Territo	ry (speci	fy)	•••••	••••••	Repor	ting Peri	od: 1989
       SALARY	ALL	Employee	<b></b>	   Aborigi	nal Peop	les	,	sons with			bers of Minoriti	es
RANGES	Total	Men	   Women	   Total	Ken	   Women	   Total	   Hen	Women	   Total	Men	Women
   	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$10,000	1 0	0	1 0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	1 0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	1 0	0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$22,499	1 11	3	8	0	0	0	0	0	0	3	2	1
\$22,500-\$24,999	24	4	20	0	0	0	0	0	0	11	1	10
\$25,000-\$27,499	24	7	17	0	0	0	0	0	0	10	3	7
\$27,500-\$29,999	8	3	5	0	0	0	0	0	0	4 1	2	2
\$30,000-\$34,999	19	4	15	0	0	0	0	0	0	11	2	9
\$35,000-\$39,999	12	7	5	0	0	0	0	0	0	0 1	0	0
\$40,000-\$49,999	6	5	1	0	0	0	0	0	0	5	4	••••••
\$50,000-\$69,999	11	11	0	0	0	0	0	0			3	
\$70,000 >	2	2	0	0	0		••••••	•			0	0
TOTAL NUMBER OF EMPLOYEES	117	46	71	0	0	0	0			47	17	30

			SALAF	RY SUMMARY	: PERMANE	NT PART-1	TIME EMPLO	YEES	F	orm 3	Par	rt B
Name of Business:	00902	6 CATHAY F	PACIFIC A	IRWAYS LI			Industri	al Sector: 4	1 AIR T	RANSPO	ORT INDUST	TRIES.
Location:	X	National	(Canada)	Province	e/Territo	ry (speci	fy)			Report	ting Perio	od: 1989
	ALL	Employee		Aborigi	inal Peop	les		ons with	l Vi		bers of Minoriti	es
SALARY RANGES	Total	   Hen	   Women	   Total	   Ken	   Women	   Total	Hen   Women	     Tot	al	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8   Col.	9   Col	. 10	Col. 11	Col. 12
< \$2,500	] 1	0	1	j 0	0	0	0	0	0	1	0	1
\$2,500-\$4,999	0	0	1 0	0	0	0	0	0	0	0	0	0
\$5,000-\$7,499	1	0	1	1 0	0	0	0	0	0	1	0	1
\$7,500-\$9,999	0	1 0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$12,499	2	0	2	0	0	1 0	0	0	0	1	0	1
\$12,500-\$14,999	0	0	0	0	0	0	1 0	0	0	0	0	0
\$15,000-\$17,499	0	0	1 0	1 0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	0	1 0	0	0	0	0	1 0	0	0	0	0	0
\$20,000-\$24,999	0	0	0	1 0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	1 0	0	0	1 0	0	1 0	0	0	0	0	0	0
\$30,000-\$39,999	0	0	0	1 0	0	1 0	0	0	0	0 [	0	.0
\$40,000-\$49,999	0	0	0	0	] 0	0	0	0	0	0	0	0
> \$50,000	0	0	1 0	0	0	1 0	0	0	0	0	0	0
TOTAL NUMBER OF	4	0	4	0	0	0	0	0	0	3	0	3

EMPLOYEES

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business:	009026	CATHAY P	CIFIC AIR				Industria	al Sector	: 451 A	IR TRANSPO	ORT INDUST	
Location:	X Nat	ional (Car	nada) Pr	ovince/Te	erritory	(specify)				Reporting	Period:	1989
OCCUPATIONAL	ALL	Employees		Aborig	inal Peopi	les	Pers	ons with bilities		•	bers of	es
GROUPS	Total Number	   Hen		Total Number	Men		Total   Number	Men		Total   Number	Men	Women
	Col. 1	Col. 2	Col. 3		Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10		
Jpper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
iddle or other managers	1	1 	0	0	0 	0	0	0	0	1	1	0
Professionals	1	1 	0	0	0	0	0	0	0 	1	1	) 0 
Semi-professionals and technicians	0 	0 	0	0	0 	0 	0	0	0 	0 	0	0
Supervisors	0	0 	0	0	0 	0	0	0	0	0	0	0
Foremen/women	0 	0 	0	0	0	0	0	0	0 	0	0	0
Clerical workers	4	1	3	0	0	0	0	0	0 	1 1	1	0
Sales workers	1 	1	0	0	0 	0 	0 	0 	0	0	0	0
Service workers	0	0 	0	0	0 	j 0	0	0 	0 	0 	0	0
Skilled crafts and trades workers	0 	0	0	0	0 	0 	0 	0	) 0 	0	0	0
Semi-skilled manual workers	0 	) O	0	0 	0	0	0 	0	0 	l 0	0	0 
Other manual Workers	0 	0 	0	0	0 	0 	0 	0 	0	] 0 	0	0 
TOTAL NUMBER OF EMPLOYEES HIRED	7 	4	3	0	0	0	. 0	0	0	3	3	0

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4

Part B

											• • • • • • • • •	
Name of Business:	009026	CATHAY PA	CIFIC AIR	RWA			Industria	l Sector:	451 A	IR TRANSPO	RT INDUST	
Location:	X Nati	ional (Car	nada) Pr	ovince/Te	rritory (	specify)				Reporting	Period:	1989
OCCUPATIONAL	All	Employees		Aborigi	nal Peopl	.es		ons with			bers of Minoriti	es
GROUPS	Total Number	Hen		Total     Number	Hen		Total     Number	Men	Women	Total     Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4			Col. 7			Col. 10	Col. 11	Col. 12
Upper-level managers .	0 	0	0	0	0	0	0	0	0	0	0	) 
Middle or other managers	0 	0	0	0	0	0	0	0	0	0	0	0
Professionals	0 	0 	0 	0 	0	0	0	0	0	0 	0	0
Semi-professionals and technicians	0 	0 	0 	0	0	0	0	0	0 	) 0 	0	0 
Supervisors	0 	0 	0 	0	0	0	0 	0	0 	0 	0	l 0
Foremen/women	0 	0 	0 	0 	0	) 0 	0 	0 	0 	0	0	0 
Clerical workers	2 	0 	2 	0	0 	0 	0 	0 	0 	2	0 	2
Sales workers	0 	0	0 	0	0 	0 	0 	0 	0 	0 	0	0 
Service workers	0	0	0 	0 	0 	0 	0 	0 	0 	0	0 	0
Skilled crafts and trades workers	0	0 	0 	0 	0 	l 0	0 	0 	0 	0	0 	0
Semi-skilled manual workers	0 	0 	0 	0	0 	0 	0 	0 	0 	0 	0	0
Other manual workers	0	0 	0 	0 	0 	0 	0	0 	0	0	0 	0
TOTAL NUMBER OF EMPLOYEES HIRED	2	0	2	0	0	0	0	0	0	2	0	2

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

Name of Business:		CATHAY PA	*******				Industria			IR TRANSPO	********	********
Location:	X Nati	ional (Car	nada) Pi	rovince/Te	erritory (	specify)			1	Reporting	Period:	1989
	Employe	es promot					ear are to eve been i			in the oc	cupations	il groups
OCCUPATIONAL	A	ll Employe	es	Abo	riginal Pe	юріes	,	ersons wit Disabilit			embers of ble Minor	
GROUPS	Total Number	Hen		Total   Number	Men		Total Number	Men	•	Total     Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6				Col. 10		
Upper-level managers	0	0	0	0	0	0	0			0	0	0
Middle or other managers	1	0	1	) 0 	0	0	0	0	0	0	0	0
Professionals	0 	0	0	) 0 	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0 	0	0	0	0	0	0	0	0 	0	0	0
Supervisors	0 	0	0	0 	0	0	0.	0	0 	0	0	0
Foremen/women	1 	0	1	0 	0	0	0	0	0	0	0	0
Clerical workers	1 	0	1	0 	0	0	0	0	0	0	0	0 
Sales workers	0	0	0	0 	) 0 	0	0	0	0 	0	0	0
Service workers	0	0 	0	0 	0	0	0	0	0 	0	0	0
Skilled crafts and trades workers	0 	0	0 	0	0 	0	0	0	0	0	0	0 
Semi-skilled manual workers	0	0 	0	0 	0 	0	0	0	0 	0   	0	0
Other manual Workers	0 	0	0	0	0	0	i o	0	0 	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	3 	0	3	0	0	0	) O	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	3	0	3	0	0	0	0	0	0	] 0	0	. 0

PERMANENT PART-TIME EMPLOYEES PROMOTED Form 5 Part B

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Location:	X National (Canada) Province/Territory (specify)										Reporting Period: 1989			
	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)													
OCCUPATIONAL GROUPS	All Employees			   Aboriginal Peoples			Persons with Disabilities			Members of   Visible Minorities				
	Total Number	   Men	Women	Total   Number	   Men	   Women	Total Number	   Men	Women	Total     Number	Men	Women		
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7			Col. 10				
Jpper-level   managers	0	0	0	0	0	0	0	0	0	0	0	0		
Middle or other   managers	0	0	0	0	0	0	0   	0	) 0 	0   	0	0		
Professionals	0	0	0	0 	0 	0	0 	0 	0 	0   	0	0		
Semi-professionals   and technicians	0	0 	0	0 	0	) 0 	0 	) 0 	) 0 	0	0	0		
Supervisors	0	0 	0 	0	0	0	0 	0 	0 	0	0	) O		
Foremen/women	) 0 	0 	0 	0 	0 	0 	0	) 0 	) 0 	0	0	0 		
Clerical workers	0 	0 	0 	0 	0 	0 	0	0 	0 	0	0	C		
Sales workers	0 	0 	l 0	0 	0 	0 	0 	0 	0 	0 	0	C		
Service workers	0 	0	0 	0	0 	0 	1 0	0 	0 	0	0	(		
Skilled crafts and trades workers	0 	0 	0 	0 	0 	0 	1 0	0 	l 0	0 	0 	(		
Semi-skilled manual workers	0 	0 	0 	0 	0 	0 	0 	0 	0 	0 	) 0 	(		
Other manual workers	0 	0 	0 	0	0 	0 	0	0 	0	0	0 	(		
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0 	0	0 	0 	0	0	0	0	0			
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	ļ 0	0	0	0	0	. 0			

			PER	MANENT FL	ILL-TIME I	MPLOYEES	TERMINATE	D	For	m 6	Part A		
Name of Business:	009026 CATHAY PACIFIC AIRWA						Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.						
Locations	X Nat	ional (Car	nada) Pr	ovince/Te	rritory	(specify)	Reporting Period: 1989						
OCCUPATIONAL	ALL	Employees		   Aboriginal Peoples			Persons with Disabilities			Members of   Visible Minorities			
GROUPS	Total       Number   Men			Total   n   Number   M		,	Total     Number   Hen		Women	Total     Number   Men		Women	
	Col. 1	Col. 2	Col. 3	Col. 4		•				Col. 10	Col. 11		
Upper-level	1	1	0	0	0	0	0	0	0	0	0	0	
Middle or other	1	1 	0	0	0	0	0 	0	0	1	1	0	
Professionals	0	0	0	0	0	0	0 	0 	0	0	0	) 0 	
Semi-professionals  and technicians	0 	0	0	0	0	0	0	0 	0	0	0	0 	
Supervisors	0	0 	0	) 0 	0 	0	0 	0 	0	0	0	0 	
Foremen/women	1	0	1	0	0	j 0	) 0 	0	0 	0	0	0	
Clerical workers	4 	0 	4	0 	0 	0 	) 0 	0 	) 0 	1	0	1 	
Sales workers	0 	0 	0	) 0 	0 	0 	0 	† 0 	] 0 	0	0	0 	
Service workers	0	0	0	) 0 	0 	0 	0 	0 	0 	0	0	0 	
Skilled crafts and   trades workers	0	0	0 	0	l 0	0	0 	0 	0	0	0	0	
Semi-skilled  manual workers	0 	0	0	0 	0 	0 	0 	) 0 	0 	0	0	0 	
Other manual	0 	0 	0 	0 	0 	0 	0 	0 	0 	0 	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED	7	2	5	0	0	0	[ 0 [	0 	0   	2	1	1 1	

PERMANENT PART-TIME EMPLOYEES TERMINATED Form 6 Part 8

IFIC AIRWA | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Name of Business:	009026	CATHAY PA					Industria	l Sector:	451 A	IR TRANSPO	RT INDUST	RIES.
Location:	X Nati	onal (Car	nada) Pr	ovince/Te	erritory (	specify)				Reporting	Period:	1989
OCCUPATIONAL	All	Employees		Aborigi	inal Peopi	es		ons with			bers of Minoriti	es
GROUPS	Total Number	Men	Women	Total     Number	Hen	Women	Total   Number	Hen	Women	Total     Number	Men	Women
**********	Col. 1	Col. 2	Col. 3			Col. 6				Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	. 0	1 0 1	0	0
Middle or other managers	0	0	0	0 	0 	0	0	0	) 0 	0 	0 	0
Professionals	0	0	0 	. 0	] 0 ]	0 	) 	0	0 	0 	0 	0
Semi-professionals and technicians	0 	0 	0 	l 0	0 	0	0	0 	0	0 	) 0 1	0
Supervisors	0 	0 	0 	0 	0 	] 0 ]	0 	l 0	0	0	0 	0 
Foremen/women	0 	0 	0 	0 	0 	0 	0	0	0 	0	0	0
Clerical workers	0 	0 	0 	0	) 0 	0 	0	0	0 	0 	0 	0
Sales workers	0 	0 	0 	0 	0 	0 	0	0 	0 	0 	0 	l 0
Service workers	0	0	0	0	0	0	0	0	0	0	0 	0 
Skilled crafts and trades workers	0	0 	0 	0	0	0	0	0	0	0 	0	0
Semi-skilled manual workers	0	0	0 	0 	0	0 	0 	0	0	0 	0	0
Other manual workers	0 	i	i	i	i	1	i	i	1		0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	0 	0	0	0	0	0 	0 	0   	0		0	0

### Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Part A Page 1

							•••••	•••••						
ocation:	National (Can	ada	) X Pr	ovince/	[erritor	/ 15 BR	ITISH CO	DLUMBIA		Designat	ed CMA			
OCCUPATIONAL	Top and		All	Employe	18	Abori	ginal Pe	oples		rsons w			dembers o	
	bottom of										*****			
GROUPS	salary range	R	Number			Number	Hen	Women	Total   Number	Men	Women	Total Number	1	Wome
	1	1.1		Col 3	Col 4				Col 8	1	1	Col 11	Col 12	Col
	i 70000	141	1	1		1 1								======
Upper-level	and over													
managers	70000	121									1			
	and over		1	1	1									1
	[ 65000	41			1			1	1					
Middle or other	69999	131						1	1			1	1 1	1
managers	35000	121	3									1		
*****************	39999	11	3	,							 	1	,	
	55000	4						1		1	1	2		
Professionals	59999	131						1				2	1 2	
	25000	121							1					
	27499	111	-		1							2	1	1
	1	141		1	1		1	1	1	1	1		1	1
Semi-professionals	i	131								1		1		1
and technicians	1	121				1			1	1				1
	İ	[1]		l	1	1	1	1	1	1	1	1	1	1
=======================================	1 30000	141					1222222 	====== 		======= 	======================================	=======	######################################	1
Supervisors	34999	131		1	i	1	1	1	1	1	1	1		
	25000	121			1			1	1	1	1	1	1	1
	27499	[1]	_	1	1 1	1	1	1	1	1	I	1 1		i
:======================================	35000	=   4		3	1 1		 			*******				
Foremen/women	39999	3		1 1	1 4	1			1	1	1	1 4	1 1	1
	22500	121	3		3		1		1			1 1		1
	24999	[1]	2	1 1	1 1	1	1	1	1	1	1	1 1	1 1	I

Name of Business: 009026 CATHAY PACIFIC AIRWA | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES|Reporting Period: 1989 National (Canada) X Province/Territory 15 BRITISH COLUMBIA Designated CMA Persons with Members of OCCUPATIONAL [ Top and |Q| All Employees | Aboriginal Peoples | Disabilities Visible Minorities GROUPS |salary range|A| Total | | Total | | Total | | Total | R Number Men Women Number Men Women Number Men Women Number Men Women Col 1 | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 30000 4 1 34999 131 12 | 4 1 8 | 4 | 1 1 20000 24 1 2 | 121 19 | 10 | 8 22499 17 13 | 35000 141 39999 131 Sales workers 27500 121 29999 2 | 2 | Service workers 131 121 111 Skilled crafts and 131 trades workers 141 Semi-skilled 131 121 manual workers 141 131 Other manual 121 100 | 41 | 59 | | | | | | | 40 | 16 | 24

### Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2

Part B

Page 1

Name of Business:	009026 CATHAY	PA	CIFIC AI	RWA  In	dustrial	Sector:	451 A	IR TRANSF	PORT INDU	STRIES.	Reportir	ng Period	1: 198	39
Location:	National (Can	ade	) X Pr	rovince/	Territor	y 15 8	RITISH C	OLUMBIA	••••••	Designa	ted CMA	• • • • • • • •	• • • • • • • •	
OCCUPATIONAL					es	Abor	iginel P	eoples		rsons w sabilit		Visib	dembers (	
GROUPS	bottom of  salary range	A	Total Number	Men	Women		Men	Women	Total   Number	Men	Women	Total Number		   Women
						1	6		Col 8		1	Col 11	Col 12	Col 13
Upper-level		14												1
managers	1	1					1	1			1		1	
   Middle or other   managers		4   3   2   1						1				******		
Professionals		=  4  3	*******	1		******	 	1	=======			=======	1	1
		1	1					1	1					
   Semi-professionals   and technicians		<u>4</u>  3   <u>2</u>  1											1	
 		14 13				******							1	
	[	1										=======		322222
Foremen/women		4  3  2  1	1			<u>i</u>				l L				

Name of Business: 009026 CATHAY PACIFIC AIRWA | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES|Reporting Period: 1989 National (Canada) X Province/Territory 15 BRITISH COLUMBIA Designated CMA Persons with Members of OCCUPATIONAL Top and [9] | Aboriginal Peoples | All Employees Disabilities Visible Minorities | bottom of |U|------GROUPS |salary range|A| Total | | | Total | | Total | | Total | R Number Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women Col 1 | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 ...... 10000 141 2 | Clerical workers 12499 131 1 1 1 1 0 121 2499 111 11 | = | = = = = = | = = = | = = = = | = = = = = = | 141 Sales workers 131 121 111 141 Service workers 131 121 111 141 Skilled crafts and 131 trades workers 121 111 141 Semi-skilled 131 manual workers 121 111 Other manual 131 workers 121 111 TOTAL NUMBER OF EMPLOYEES 1 41 1 41 1 1 3

			SALAR	Y SUMMARY	: PERMANE	NT FULL-T	IME EMPLO	YEES		Form 3	Pa	rt A
Name of Business:	009026	CATHAY P	ACIFIC AI	RWAYS LI			Industri	al Sector	: 451 A	IR TRANSP	ORT INDUS	TRIES.
Location:		National	(Canada)X	Province	/Territor	y (specif	y) 15 BR	ITISH COL	UMBIA	Repor	ting Peri	od: 1989
SALARY	All	Employees		Aborigi	nal Peopl	es	, , , ,	ons with			bers of Minoriti	es
RANGES	Total		Women	Total	Hen	Women	   Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	1 0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	0	1 0	0	0	0	0	) 0	0	0	0	0	0
\$20,000-\$22,499	11	3	8	0	0	0	0	0	0.	3	2	1
\$22,500-\$24,999	21	4	17	0	0	0	0	0	0	11	1	10
\$25,000-\$27,499	22	7	15	0	0	1 0	1 0	1 0	0	8	3	5
\$27,500-\$29,999	1 7	2	5	1 0	0	1 0	1 0	0	1 0	3	1	2
\$30,000-\$34,999	15	4	11	0	0	0	0	1 0	0	8	2	6
\$35,000-\$39,999	8	5	3	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	5	5	0	0	1 0	0	1 0	0	0	1 4	4	0
\$50,000-\$69,999	9	9	0	0	0	1 0	1 0	1 0	0	3	3	0
\$70,000 >	2	2	1 0	0	0	0	0	0	0	1 0	. 0	,
TOTAL NUMBER OF EMPLOYEES	100	41	59	0	0	0	0	0	0	40	16	24

Name of Business:	00902	6 CATHAY P	ACIFIC AI	RWAYS LI			Industri	al Sector	': 451 /	VIR TRANSP	ORT INDUST	RIES.
Location:	• • • • • • • •	National	(Canada)X	Province	/Territor	y (speci	fy) 15 BR	RITISH COL	UMBIA	Repor	ting Perio	d: 1989
SALARY	   All	Employees		Aborigi	nal Peopl	es		ons with			bers of Minoritie	s
RANGES	Total	Men	Women	Total	Hen	Women	   Total	Men	Women	   Total	 Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$2,500	1	0	1	0	0	0	0	0	0	1	0	; 1
\$2,500-\$4,999	0	0	0	0	0	0	0	0	0	0	0	0
\$5,000-\$7,499	1	0	1	0	0	0	0	0	0	1	0	1
\$7,500-\$9,999	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$12,499	2	0	2	0	0	0	0	0	0	1	0	1
\$12,500-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	0	1 0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$24,999	1 0	0	0	0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$30,000-\$39,999	0	1 0	0	0	0	0	0	j 0	0	0	0	0
\$40,000-\$49,999	1 0	0	0	0	0	0	0	1 0	0	0	0	0
> \$50,000	0	0	0	0	0	0	j 0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	4	0	4	0	0	0	1 0	0	0	3	0	3

Name of Business:	009026	CATHAY PA	CIFIC AIR					l Sector:	451 A	IR TRANSPO	RT INDUST	
Location:	Nat	ional (Car	nada) X Pr		erritory	(specify)	15 BRITI	SH COLUME	BIA	Reporting	Period:	1989
OCCUPATIONAL	All	Employees		Aborig		les		ons with	•		bers of Minoriti	es
GROUPS	Total Number	   Men	Women	Total Number	Men		Total     Number	Hen		Total     Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5		Col. 7		Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0		0	0	0	0	0	0
Middle or other managers	1	1 	0	0	0 	0 	0	0	0	1	1	0
Professionals	1	1 	0	0	0 	0 	0	0	0	1	1	} 0 
Semi-professionals and technicians	0	0	0	0	0 	0 	0	0	) 0 	0	0	) 0
Supervisors	0	0 	0	0	0 	0	0	0	0 	0	0	0
Foremen/women	0	0	0	0	0 	0  -	0	0	0 	0	0	0 
Clerical workers	2	1	1	0	0 	0	0	0	0 	1 1 1	1	0
Sales workers	0	0 	0 	0	[ 0	0 	0	0	0	0	0	0 
Service workers	0 	l 0	0 	0	l 0	0 	0	0	0 	0	0	0
Skilled crafts and trades workers	0 	0 	0	0 	0 	0 	0	0	°	0	0	) 0 
Semi-skilled manual workers	0 	0	l 0	0 	0 	0 	] 0 ]	0	0 	0	0	0 
Other manual workers	0 	1	i	0 	0 	0 	i	i	i		. 0	0
TOTAL NUMBER OF EMPLOYEES HIRED	4	3	1	0	0	0	0	0	0	3	3	0

PERMANENT PART-TIME EMPLOYEES HIRED .....

Form 4 Part B

Location:	Nati	ional (Car	nada) X Pr	ovince/Te	erritory (	specify)	15 BRITI	SH COLUMB	IA	Reporting	Period:	1989
OCCUPATIONAL	All	Employees		Aborigi	inal Peopl	es		ons with			bers of Minoriti	es
GROUPS	Total Number			Total Number	Hen	, ,	Total Number	Hen		Total     Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0 	0 	0	0	0	0	0	0	0	0	0
Professionals	0	0 	0 	0	0 	0 	0	) 0 	0	0	0	0
Semi-professionals and technicians	j 0 	0 	0 	0 	0 	0 	0 	0 	0 	0 	0	0
Supervisors	) 0 	0 	0 	0 	0 	0 	0 	0 	0 	0 	0	0
Foremen/women	0	0	0	0 	0 	0 	0 	0 	0 	0	0	0 
Clerical workers	2 	0 	2 	0 	0 	0 	0 	] 0 	0 	2 	0 	] 2 ]
Sales workers	0 	0 	0 	0 	0 	0 	0 	0 	0 	0	0	[ 0
Service workers	O	0	0 	0	0 	0 	0 	0 	0 	0	) 0 	0
Skilled crafts and trades workers	0	0	0	0 	0	0 	0 	0 	0 	0	0 	! 0 !
Semi-skilled manual workers	0 	0 	0	0	0 	0 	0	0 	0 	0 	0 	0
Other manual workers	0 	1		i	0 	0 	0 	0 	0 	0	) 0 	C
TOTAL NUMBER OF	2	0	2	0	1 0	1 0	1 . 0	1 0	I 0	1 2	I 0	1 2

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Part A

Name of Business: 009026 CATHAY PACIFIC AIRWA I Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. Location: National (Canada) X Province/Territory (specify) 15 BRITISH COLUMBIA Reporting Period: 1989 Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Persons with Members of OCCUPATIONAL All Employees Aboriginal Peoples Disabilities Visible Minorities GROUPS | Total | | Total | | Total | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men Women Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 0 1 0 | Upper-level 0 1 0 1 0 1 0 1 0 | 0 1 0 1 0 | 0 managers Middle or other 1 | 0 1 1 1 0 | 0 1 0 1 0 1 0 | 0 1 0 1 n i n managers Professionals 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 |Semi-professionals | 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 land technicians Supervisors 0 | 0 | 0 1 0 1 0 1 0 | 0 1 0 1 0 1 0 1 0 1 0 1.1 0 1 1 0 1 0 1 0 1 0 1 0 1 0 IClerical workers 1 1 0 1 | 0 1 0 1 0 | 0 0 1 0 1 0 | 0 0 0 | Sales workers 0 1 0 | 0.1 a 0 1 0 0 1 0 1 0 Service workers 0 1 0 1 0 1 0 1 0 1 0 1 0 0 1 0 1 0 0 |Skilled crafts and | 0 1 0 1 0 1 0 1 0 1 0 1 0 0 0 trades workers ------|Semi-skilled 0 1 0 1 0 1 0 0 Imanual workers 1 Other manual 0 1 0 1 0 1 0 1 0 1 0 1 -1 TOTAL NUMBER OF 3 | 0 1 0 1 0 1 0 1 0.1 ۵ 0 EMPLOYEES PROMOTED | -1 1 -1

0 1

-

0 1

0 1

0 1

0.1

Ω

TOTAL NUMBER OF

PROMOTIONS

3 |

0 |

3 1

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B I Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. Name of Business: 009026 CATHAY PACIFIC AIRWA National (Canada) X Province/Territory (specify) 15 BRITISH COLUMBIA | Reporting Period: 1989 Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Persons with Members of Visible Minorities OCCUPATIONAL All Employees Aboriginal Peoples Disabilities | Total | | Total | | Total | | Total | GROUPS | Number | Men | Women | Number | Men | Women | Number | Men | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | | Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 Upper-level managers - 1 0 1 0 1 0 1 0 | 0 1 0 Middle or other 0 1 0.1 0 | 0 1 0 1 0 1 - 1 0 1 0 1 0 1 0 1 0 1 Professionals 0 1 0 1 0 1 0.1 0.1 0 Semi-professionals 0 1 0 | 0 1 and technicians - 1 - 1 -1 ..... 0 1 0 1 0 1 0 1 0.1 0.1 -1 Foremen/women - 1 - 1 - 1 0 | 0 | 0 1 0 1 0 1 n Clerical workers - 1 - 1 0 1 0 1 0 1 0 1 0 | 0 0 1 0 1 0 1 0 1 Sales workers 0 1 0 1 0 1 Service workers 0 1 0 1 0 | 0.1 0 | 0.1 |Skilled crafts and | 0 1 0 1 0 1 0 1 0 trades workers 0 | 0.1 0 | 0 1 0 1 0 1 0 1 0 1 0 1 0 |Semi-skilled 0 1 0 1 manual workers 0 1 0 | 0 | 0 1 0 1 0 0 1 0 1 0 1 0 1 Other manual 0 1 0 1 workers 0 | TOTAL NUMBER OF 0 1 0 | 0 1 0 1 EMPLOYEES PROMOTED - 1 - 1 ITOTAL NUMBER OF 0 | 0 1 0 1 0 1 0 | 0 1 0 1 0 1 0 | 0 | 0 PROMOTIONS - 1 - 1 - 1 - 1 

			PER	MANENT FU	LL-TIME 8	MPLOYEES	TERMINATE	:D	For	-m 6	Part A	
Name of Business:	009026	CATHAY PA	CIFIC AIR	IWA	•••••		Industria	l Sector:	451 AI	R TRANSPO	RT INDUST	RIES.
Location:	Nat	ional (Can	ada) X Pr	ovince/Te	rritory	(specify)	15 BRITI	SH COLUM	IA	Reporting	Period:	1989
OCCUPATIONAL	ALL	Employees		Aborigi	nel Peop	les		ons with			bers of Minoriti	es
GROUPS	Total   Number	   Men	Women	Total Number	Hen		Total Number	Men	Women	Total   Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9			Col. 12
Upper-level managers	] 1 ]	1	0	0	0	0	0	0	) 0 	0	0	0
Middle or other managers	1	1   	0	0	0	) 0 	0	0	0	1	1	0
Professionals	0 	0 	0	0	0	0 	0 	0	0	0	0	0
  Semi-professionals  and technicians	0 	0	0	0	0 	0	) 0 	0	0 	0	0	0
Supervisors	0 	0	0	0 	0 	0 	] 0 ]	0 	0 	0 	0	0
Foremen/women	1	0 	1	0 	0 	0 	0 	) 0 	0 	0	0	0 
Clerical workers	2	0 	2 	0	0 	0 	0 	l 0	0 	1	0	1 1
Sales workers	0 	0	0 	0 	0 	j 0	0 	0 	0	0	0	0
Service workers	0 	0	0 	[ 0	0 	0	0 	0 	0 	0 	0	0
Skilled crafts and  trades workers	0	0	0 	0 	0	0	0 	0 	0 	0 	0 	0
Semi-skilled  manual workers	0	0	0 	0 	0 	0	0 	0 	0 	0 	0	0 
Other manual	0 	0 	0 	0 	0	0 	0 	0 	0 	0 	0 	1 0
TOTAL NUMBER OF	5	2	] 3	0	0	0	0	0	0	2	********   ° 1	1 1

EMPLOYEES TERMINATED

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6

Part B

Name of Business:	009026	CATHAY PA	CIPIC AIR	WA			Industria	sector:	431 A	I I KANSPU		K:E3.
Location:	Nat	ional (Car		ovince/Te		specify)	15 BRITI	SH COLUMB	IA	Reporting	Period:	1989
OCCUPATIONAL	All	Employees		Aborigi	nal Peopl	es		ons with		,	bers of Minoriti	es
GROUPS	Total Number	Men		Total     Number	Hen		Total     Number	Hen	Women	Total     Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Cal. 12
Jpper-level managers	0	0	0	0	0	0	0   	0	0	0   	0	0
Middle or other managers	0	0 	0 	0 	0	0	0   	0	0	0	0	0
Professionals	0 	0 	0 	0 	0 	0	0 	0	0 	0   	0	0
Semi-professionals and technicians	0 	0	0 	0 	0 	0 	0 	0 	0 	0 	0	0 
Supervisors	0 	0 	0 	0 	) 0 	0	0	0	0 	0	0	) o
Foremen/women	0 	0 	0 	0 	) O	) 0 	0 	0 	0 	0 	) 0 	0 
Clerical workers	0 	0	0	0 	0 	0 	0 	0 	0 	0	0 	0 
Sales workers	0 	0 	0 	0 	0 	0 	0 	0 	0	0	0 	1 0
Service workers	0	0	0	0 	0 	0 	0 	0 	0 	0 	0 	0 
Skilled crafts and trades workers	0	0 	0 	0 	0 	0 	0	0 	0 	0 	0 	0
Semi-skilled manual workers	0 	0 	0 	0 	0	0	1 0	0	0	0 	0 	0
Other manual workers	0	1	i	i	0 	0 	0 	) 0 	0 	0 	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	0	0	0	0	0	0	0	0	0 	0	0	(







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### **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

### LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CONAIR AVIATION LTD.

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<sup>9</sup> Minister of Supply and Services Canada 1990 <sup>9</sup> Ministre des Approvisionnements et Services Canada 1990

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### SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) | paragraphes 4(1) et 6(1))

8,5,3,.,1,1,7 TELEPHONE MUMBER MUMERO DE TELEPHONE Form Formulaire SCEAU DE LA CORPORATE SOCIÉTÉ PROVINCE STERNITORIES PROVINCES/TERRITORIES SEAL 458 477 19 name of officer responsible for employment equity - nom de l'agent responsable de l'équité en matière d'emploi 10,4 N.W.T.-F.N.-O. AMEA CODE PMD: MEG. MAN-ALAN PELFAG SASK - SASK ALTA.-ALB. MFLD.-T.-AL ONT.-OM! 906.00 N.S.ALE N.B.M.& 1.C.C.4 TKN.-YuK. (3) P.O. Box 220, Abbotsford, B.C. V2S 4N9 TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARIÉS DESIGNATED CIM AS 19 EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE Director, Human Resources VANCOUVER COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE EDMONTON MONTREAL MININEG CALGARY REGINA TORONTO HALIFAX Conair Aviation Ltd 3 (E) Conair Aviation Ltd. GÉOGRAPHIQUES **EMPLOYEES LOCATED IN** GEOGRAPHICAL (INDICATE NUMBER OF MALLING ADDRESS - ADRESSE POSTALE INDIQUER LE NOMBRE POSITION TITLE - FITHE OU FONCTION DE SALARIÉS DANS CHAQUE SECTEUR) Ann Wallin SECTEURS an Up 80. EACH AREA) THAT THE WEDRMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF ATTESTE PAR LES PRÉSENTES AU MOM DE (Nom de l'employeur) OUE LES REMERCIMEMENTS FOURMIS DAMS LES FORMULAINES 1 A 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE NE SACHE, VICAS ET ELAGRE, A TOUS ÉCARDS HEREBY CERTIFY ON BEHALF OF (Name of employer) <u></u> 0 0 0 NO. OF EMPLOYEES SIGNATURE - SIGNA FURE NO. OF EMPLOYEES NOMBRE DE SALARIÉS NO. OF EMPLOYEES NOMBRE DE SALABIÉS NO. OF EMPLOYEES EMPLOYEES
MOMBRE DE SALARES
TEMPORAIRES NUMBER OF TEMPORARY 477 44 NAME OF CHEF EXECUTIVE OFFICER OF EMPLOYER - NOM DUPREMER DRINGEANT DE L'ENTREMISE (3) ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NA HONALE PRINCIPALE B.C. NUMBER OF PERMANENT PART-THAE EMPLOYEES NOMBRE DE SALARES PERMANENTS À TEMPS PARTIEL Vice President and General Manager Abbotsford, DATE DATE July 5, 1990 2 Air Transport Industries Conair Aviation Ltd. Abbotsford Airport, FULL LEGAL NAME - NOM LÉGAL AU COMPLET INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIMTÉ 2 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ K. Barry Marsden POSITION TITLE - TITME OU FONCTION NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALARES PERMANENTS A TEMPS PLEIN Ann Wallin 431 I. (Name) -0 0  $\epsilon$ (G) (2) 3 **(2)** 3 NOM DE L'EMPLOYEUR NAME OF EMPLOYER EMPLOYMENT CERTIFICATION ATTESTATION D'EXACTITUDE FONCTION BRANCHE(S) CATEGORIES CATÉGORIES OFFICERS POSITION INDUSTRIAL SECTOR(S) D'ACTIVITÉ AGENTS ACCURACY ADDRESS SALARIÉS ADMESSE STATUS ĐĘ OF. AZZON 93

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NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS NOTA: VOUR INSTRUCTIONS FOUR REMIYER FOLS LES FORMULAIRES

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## SCHEDULE II / ANNEXE II (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Form

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY COURTE EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAME DU AAPPORT ET ATTESTATION DE EXACTITUDE

	NAME OF EMPLOYER	FULL LEGAL NAME - NOM LEGAL AU COMPLET	nei		COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE	LAISON SOCIALE				_
D D	NOM DE L'EMPLOYEUR	O Conair Aviation Limited	Limited		O Conair Aviation Limited	imited				-
<b>≥</b> ⊢	ADONESS	ADDRESS OF PRINCIPAL PLACE OF BUSINES	ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAMÉS NATIONALE PRINCIPALE	j.	MANLING ADDRESS - ADRESSE POSTALE					_
	ALDRESSE	(1) Abbotsford Airport	rt Abbotsford, B.C.		O P.O. Box 220, At	Abbotsford, B	B.C. V2S 4N9			
	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EN	NAME OF CHEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DANGEANT DE L'ENTREPRISE	MIREPRISE	name of officer responsible for employment Equity - now de l'agent responsable de l'équité en matière d'emploi	NT EQUITY - MOM DE 1'AG	ENT RESPONSABLE DE L'ÉQU	TÉ EN MATIÈNE D'ES	Ma	_
) <b>V</b> I	AGENTS	© K. Barry Marsden			O Ann Wallin					
	POSITION	POSITION TITLE - TITME OU FONCTION			POSITION TITLE - STINE OU FONCTION			AREA CODE	TELEPHONE MUMBER	_
0 ≥ 0 ≥	FONCTION	O Vice President a	Vice President and General Manager		Manager, Human Resources	sources		60.4	8 5 3 . 1 1 7 1	-
		MOUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ !	17% 8	NO. OF EMPLOYEES NOWINE DE SALARIES		DESIGN R M R	DESIGNATED CIM AS R M R DÉSIGNÉES	(E)	PROVINCE STERRITORIES PROVINCESTERRITORIES	-
v C		(d) Air Transport Industries	dustries	477	GEOGRAPHICAL			ONTONF		-
	SECTOR(S)	INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2	116.2	NOMBRE DE SALARIÉS	AREAS	EDMONTON	19	QUE-OK N.SME.		
		INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3	116.3	NO. OF EMPLOYEES	(INDICATE NUMBER OF	:		NE-K-E		
8 W	BRANCHE(S)	<b>(3)</b>		MOMBRE DE SALARES	EACH AREA)	HALIFAX		BRAN -BEAR		_
	D'ACTIVITÉ	INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 8	116.0	MO. OF EMPLOYEES		MONTRÉAL		80.04	458	_
v 3		<u> </u>	•	NOMBRE DE SALARES		REGINA	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	PELLARE		
	EMPLOYMENT	3	9	9	SECTEURS	:		SASKSASK.		_
K 4	STATUS	NUMBER OF PERMANENT	MUMBER OF PERMANENT	NUMBER OF TEMPORARY	GEOGRAPHIQUES	TORONTO		ALTAALB.	61	_
	CATEGORIES	FULL-THAE EMPLOYEES NOMBRE DE SALARÉS	PART-TIME EMPLOYEES NOMBRE DE SALARIES	NOMBRE DE SALARIÉS	Jours of a Section of	VANCOUVER		NFLDTAL		
) ≪ ⊢	CATÉGORIES	PERMANENTS A TEMPS PLEIN	PERMANENTS À TEMPS PARTIEL	TEMPORANES	(INLINÇUEN LE NOMBRE DE SALARIÉS DANS	WINNIPEG		TKN-YUK.		_
	DE	431	2	***	CHAQUE SECTEOR	(9) TOTAL EMPLO MOMBRE TOT AU C	TOTAL EMPLOYEES IN CANADA NOMINE TOTAL DE SALARIÉS AU CANADA		477	
VW.	CERTIFICATION	(0) Ann Wallin		. HEREBY CERTHY ON BEHALF OF (Name of	HEREN CERTITY ON BEHALF OF (Name of employed) LOBERT AVIETION LTC	rd.			1.50	_
	ACCURACY	THAT THE IMFORMATION CONTAINED IN F	THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF INT ENDOMEDICE AND BELIEF	URATE IN EVERY RESPECT, TO THE BEST OF MY	KNOWLEDGE AND BELLEF	, 700 C			CORPORATE	
<	ATTESTATION	OUE LES RENSENGREMENTS FOURNES DAM	ONE LES RENGEIGNEMENTS FOUNNS DANG LES FORMULAURS I A 6 DU PRÉSENT RAPORT SONT, AUTANT QUE JE SAON, VILAG ET ERACTS À TOLS FEARDS.	I SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGAIDS.	CTS A TOUS EGANDS.				SCAUDELA	
-0¥	D'EXACTITUDE	DATE - DATE	DATE . DATE . MAY 30, 1990	SIGNATURE - SIGNATURE	ASS the	DIR	DIRECTOR OF FINANCE			
TAP. 3847(9-86)	146)	NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS	II FORMS					-		7 -

MOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES



Emplor et Immigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form Parte A Page 1

Col 13

Col. 12

Col. 11

Col. 10

Col. 9

Col. 8

Col 7

Col. 6

Col. 5

Col 4

Col 3 S

Col 2

60,000 - 64,999

70,000 & over 35,000-39,999 55,000-59,999 35,000-39,999 60,000-64,999

Middle or other managers

Cadres intermediaires et

autres cadres

70,000 & over

Upper-level managers Cadres superieurs

Col 1

1989 Members of Visible Minorities Membres des minorités visibles Reporting Period: Période de rapport: Men Total Number Nombre total Designated CMA (specify) RMR designee (préciser) Persons with Disabilities Personnes handicapees Men Total Number Nombre total Air Transport Industries Women Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones Men Total Number Nombre total Province / Territory (specify) Province / territoire (préciser) Women All Employees Tous les salariés Men Total Number Mombre total Quarter National (Canada) Top and bottom of salary range Maximum et minimum de l'échelle de rémunèration Conair Aviation Ltd. 8 Occupational Groups Categories professionnelles NOTE: See instructions NOTA: Voir instructions Nom de l'entreprise. Name of Business. Location-Endroit

I refers to the lowest salary quarter, 4 refers to the highest salary quarter! I représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

35,000-39,999

27,500-29,999 55,000-59,999

Foremen/women

Contremaitres

LAAP 3871 (9-86)

7

6 25 28

90 22 22

Semi-professionals and technicians

Professionals Professionnels

Semi-professionnels et

15,000-17,499

65,000-69,999

Supervisors

7

Canadä

Employment and Immigration Canada Emploi et Immigration Canada

NOTA Voir instructions	Top and bottom of salary range			All Employees Tous les salariés		Ab	Aboriginal Peoples Autochtones		Person	Persons with Disabilities Personnes handicapées	fies	Membe	Members of Visible Minorities	orities
Categories professionnelles	Maximum et minimum de l'échelle de remunération	ě =	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Mombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col S	9 100	Col 7	Col. 8	Col 9	Col 10	Cod 118	Col 12	Col 13
	000 11 000 01	Ų	9	S	1									
Clerical workers	40,000-44,999	~	21	41	7	_	_		-	-		_	-	
nearno an caloudus	12,500-14,999	~-	01 01	13.	16 8							-		-
Sales workers		<b>4</b> m												
tmployes du secteur de la vente		~ -										: :	: .	
Service workers		₩ m												
Services		~ -												
Skilled crafts and trades	45,000-49,999	w r	32	32		-			2	2		7	2	
Travailleurs qualifies et		. ~	1 93	45	1				2	2		,	,	:
ariberra a	25,000-27,499	-	47	46	1							4	4	:
Semi-skilled manual workers	30,000-34,999	4 w	1 01	<b>1</b> 91								-	-	
specialises	17,500-19,999	~ -	7	7,	1	2	2							
Other manual workers	30,000-34,999	٧ ~	-	1									:	
Autres travailleurs manuels	15 000-17 400	~	5	5									:	
	center mater	-		^			-							
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	FEMPLOYEES DE SALARIÉS		431	384	47	7	7		10	10		90	15	-

. I refers to the lowest salary quarter, 4 refers to the highest salary quarter! I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus éleve

Employ et Immigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\* CATÉGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PARTIEL\*

Form 2 Part B. Page 1

Reporting Period: Période de rapport industrial Sector: Branche d'activité: Air Transport Industries

Designated CMA (specify) RMR designée (préciser)

Province / Territory (specify)
Province / territoire (preciser)

Aboriginal Peoples Autochtones

Total Number Nombre total

Persons with Disabilities Personnes handicapées

Men Hommes

Women

Women Col.7

Men Col. 6

Total Number Nombre total Col S

Women Col 4

Total Number Mombre total

Quarter

Top and bottom of salary range Maximum et minimum de l'échelle de remunération

Occupational Groups Categories professionnelles

Col. 2

Col 1

Upper-level managers Cadres superieurs

Middle or other managers Cadres intermediaires et

autres cadres

Professionals Professionnels

Semi-professionals and technicians Semi-professionnels et techniciens

All Employees Tous les salariés Men Hommes Col 3

National (Canada)

Conair Aviation Ltd.

Nom de l'entreprise Name of Business

Location-Endroit

NOTE. See instructions NOTA. Voir instructions

Col 10

Col. 9

Col 8

Total Number Nombre total

= 0

Men Col 12

Col 13

Members of Visible Minorities Membres des minorites visibles

1989

Canadä

Trefers to the lowest salary quarter; 4 refers to the highest salary quarter! I représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

.

.

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Foremen/women Confremaitres

Supervisors

1 MF 1880 (9-80) P

Col 2   Col 3   Col 4   Col 4   Col 4   Col 5   Col 4   Col 5   Col 6   Col 7   Col 7   Col 7   Col 7   Col 6   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col 7   Col		Top and bottom of salary range		-2	All Employees Fous les salariés		Ab	Aboriginal Peoples Autochtones	8	Perso	Persons with Disabilities Personnes handicapées	lities	Membe	Members of Visible Minorities Membres des minorites visibles	visibles
10,000-12,499   4   Col 1   Col 4   Col 1	cupational Groups gories professionnelles		Quarter		Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
10,000-12,499 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Col 1		Col.2	Col 3	Col 4	Col S	Col 6	Col 7	Col 8	6 103	Cot 10	Col 11	Col 12	Col 13
10,000-12,499		10,000-12,499	4 w												
FIS 17,500-19,999 2 1 1 1 1 1	nean	7	7	-		1									
Ers 2 4 4 1 17,500-19,999 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			4 "												
Fers 17,500±19,999	yes du secteur de la		. ~ -		٠										
Fers Rest OF EMPLOYEES	workers		4 ^												
17,500-19,999	yes du secteur des		~ -												
17,500-19,999 4 1 17,500-19,999 7 1 1 17,500-19,999 7 1 1 1 17,500-19,999 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	crafts and trades		4 w v												
17,500-19,999 4 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2														
17,500-19,999 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 17,500-19,999 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	killed manual workers feurs manuels		r m ~												
17,500-19,999 2 1 1 ROFEMPLOYEES		17,500-19,999	- 4 ~												
		17,500-19,999	~ -	I	I										
_	TOTAL NUMBER OF NOMBRE TOTAL D	EMPLOYEES		2	1	1									

• 1 refers to the lowest salary quarter. 4 refers to the highest salary quarter! 1 represente les salaires du quart le moins eleve, 4 représente les salaires du quart le plus élevé

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emplor et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN\*

3 Parte A Form

Nom de l'entreprise.	Conair Aviation Ltd.	Ltd.					Branche d'activité:	20	Air Transport Industries	dustries		
Location-Endroit	National (Canada)	(Canada) (Canada)	0	Province / Territory (specify) Province / territoire (preciser)	ry (specify) ire (preciser)				Repo	Reporting Period: 1 Période de rapport:	1989	
A SAMA BY WALLAND		All Employees Tous les salariés			Aboriginal Peoples Autochtones	55	Pers	Persons with Disabilities Personnes handicapées	že.	Memb	Members of Visible Minorities Membres des minorites visibles	visibles
ECHELLES DE RÉMUNERATION	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
Under Moins de \$10,000	0	Col.2	9	Col	60.5	9	(or 7	Col 8	600	Col. 10	(o 11	CO 15
\$10,000 - \$14,999	-	1	0									
\$15,000 - \$17,499	8	9	2									
\$17,500 - \$19,999	17	13	4	1	1							
\$20,000 - \$22,499	28	20	. 8							1		_
\$22,500 - \$24,999	41	33	89	2	2							
\$25,000 - \$27,499	18	15	3							3	3	
\$27,500 - \$29,999	51	949	5	1	1					2	2	
\$30,000 - \$34,999	77	29	01				3	3		4	4	
\$35,000 - \$39,999	28	`53	3	2	2		2	2		1	1	
\$40,000 - \$49,999	. 87	83	4	1	1		4	4		4	4	
820,000 - 869,999	07	40					1	1		1	1	
\$70,000 and over	7	7										
TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES	431	384	47	7	7		10	10		16	15	-
LAAP 1444 (9-86)	. Use separate	Parts for perman	ent part-time and	. Use separate Parts for permanent part-time and temporary employees	yees						(	New Year

Use separate Parts for permanent part-time and temporary employees
 Utiliser les autres parties pour les salariés permanents a temps partiel et les salaries temporaires

NOTE See instructions NOTA: Voir instructions

Name of Business Nom de l'entreprise

Location-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

3 Part B

Form Formulaire

Women Col 12 Members of Visible Minorities
Membres des minorities visibles Men Hommes Col 11 1989 Total Number Nombre total Reporting Period: Période de rapport: Col 30 Air Transport Industries Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Industrial Sector: Branche d'activité Total Number Nombre (otal Col 7 Women Col. 6 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify)
Province / territoire (préciser) Col S Total Number Nombre total Col 4 Women Col 3 All Employees Tous les salaries Men Hommes Col 2 . National (Canada) National (Canada) Total Number Nombre total Col Conair Aviation Ltd. -Ø SALARY RANGES ECHELLES DE REMUNERATION \$10,000 - \$12,499 \$12,500 - \$14,999 \$15,000 - \$17,499 \$20,000 - \$24,999 \$30,000 - \$39,999 \$17,500 - \$19,999 \$25,000 - \$29,999 Under Moins de \$2,500 87,500 - \$9,999 \$2,500 \$4,999 \$5,000 - \$7,499

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

Canadä

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\$50,000 and over

\$40,000 - \$49,999

Employment and Immigration Canada Employet Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form formulaire 4 Partie A

Women Col 12

Men Hommes Col. 11

1989

Reporting Period: Période de rapport:

Air Transport Industries

Industrial Sector: Branche d'activité:

Conair Aviation Ltd. ď

NOTE. See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

I ocation-Endroit

Members of Visible Minorities
Membres des minorites visibles Total Number Nombre total Col 10 Women Col. 9 Persons with Disabilities Personnes handicapees Men Col. 8 Total Number Nombre total Col. 7 Women Col Aboriginal Peoples Autochtones Men Hommes Col. S Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col. 3 \_ All Employees Tous les salaries Men Col. 2 6 Total Number Nombre total National (Canada) National (Canada) Col. 6 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians

Upper-level managers Cadres superieurs

Professionals Professionnels

									-	
Service workers Employes du secteur des services										
Skilled crafts and trades workers Travailleurs qualifies et artisans	5	5								
Semi-skilled manual workers Travailleurs manuels specialises	01 .	01		1	1					
Other manual workers Autres travailleurs manuels	1	1								
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RÉCRUTEMENTS	36	30	9	1	1					
1 MP 38/0 (9 86)	Use separate Pa	rts for permanent	part-time and ter	mporary employe	Use separate Parts for permanent part-time and temporary employees	poraires			(	

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Sales workers Emoloues du secteur de la vente

Chercal workers Employes de bureau

**FuremenAvomen** 

Surveillants

Contremaitres

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Conair Aviation

Lucation-Endroit

NOTE See instructions
NOTA: Voir instructions
Name of Business:
Nom de l'entreprise:

Employment and Immigration Canada Employeet Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL \*

Form formulaire 4 Partie 8

1989

Air Transport Industries

Industrial Sector: Branche d'activité

Women Col 12 Members of Visible Minorities
Membres des minorites visibles Men Hommes Col. 11 Total Number Nombre total Col 10 Reporting Period: Période de rapport Women Col 9 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Col 7 Women g loo Aboriginal Peoples Autochtones Men Col. S Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col 4 Women 30 -All Employees Tous les salariés Men Col 2 Total Number Nombre total National (Canada) Col 1 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionness et techniciens Service workers traployés au secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Sales workers f mployés du secteur de la vente Autres travailleurs manuels Other manual workers Upper level managers Cadres superieurs Clencal workers Employés de bureau Lorementes Professionals Professionnels Surveillants

1 har 3890 (9-86)

Use separate Parts for permanent full-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps plein et les salaries temporaires



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# PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form formulaire 5 Partie A

1989

Reporting Period: Periode de rapport:

Air Transport Industries

Industrial Sector: Branche d'activité.

Province / Territory (specify)
Province / territoire (preciser)

National (Canada) National (Canada)

Location Endroit

Name of Business.
Moin de l'entrepuse.
Conair Aviation Ltd.

NOTE See instructions NOTA Voir instructions

Women Col 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus (les salaries promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle où a l'intérieur de laquelle ils ont été promus en dernier) Men Hommes Col. 11 Total Number Nombre total Col 10 \_ Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col. 8 Total Number Nombre total Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Men Col. S Total Number Nombre total Col 4 Women Col. 3 -All Employees Tous les salariés Men Hommes Col. 2 20 20 18 Total Number Nombre total Col. 1 18 21 21 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups
Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et rechniciens Skilled crafts and trades workers Travailleurs qualifies et artisans £mployes du secteur des services Sales workers Employés du secteur de la vente Travailleurs manuels specialises Semi-skilled manual workers Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Employes de bureau Forementonen Clerical workers Service workers Professionals Professionnels Supervisors CAAP 3869 (9 86)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

Canadä

NOTE. See instructions NOTA. Voir instructions

Location-Endroit

Employment and Immigration Canada Emploret Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL \*

Form formulaire 5 Partie 8

1989

Reporting Period: Période de rapport:

Air Transport Industries Industrial Sector: Branche d'activité. Province / Territory (specify)
Province / territoire (préciser) National (Canada) National (Canada) Conair Aviation Ltd. Name of Business: Nom de l'entreprise:

Women femmes Col 12 Members of Visible Minorities
Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus (les salaries promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier) Men Hommes Col 11 Total Number Nombre total Col. 10 Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Men Col. S Total Number Nombre total Col. 4 Women Col 3 N/A All Employees Tous les salariés Men Col. 2 Total Number Nombre total Col. 1 TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups
Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens TOTAL HUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS Employes du secteur des services Skilled crafts and trades workers Employes du secteur de la vente Travailleurs qualifies et artisans Travailleurs manuels specialises Semi-skilled manual workers Autres travailleurs manuels Upper-level managers Cadres superieurs Other manual workers Clerical workers Employes de bureau Foremen/women Contremaitres Service workers Professionnels Sales workers Professionals Surveillants

Employment and Immigration Canada Emploret Immigration Canada

form formulaire 6 Partie A

PERMANENT FULL-TIME EMPLOYEES TERMINATED\*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*
Industrial Sector
Brache d'Activité.

NOTE. See instructions NOTA. Voir instructions

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col 11 Total Number Nombre total 1989 Col 10 9 Reporting Period. Periode de rapport: Women Cot 9 Air Transport Industries Persons with Disabilities Personnes handicapees Men 00 8 Total Number Nombre total Col. 7 Women Col 6 Aboriginal Peoples Autochtones Men Hommes Col. S Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 Women C 100 18 13 7 All Employees Tous les salariés Men Hommes 132 Col. 2 1 K 33 20 S 9 2 Total Number Nombre total National (Canada) Conair Aviation Ltd. 150 Col. 1 24 2 33 21 9 7 7 **3** Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED MOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans Service workers Employés du secteur des services Semi-skilled manual workers Travailleurs manuels specialises Sales workers Employés du secteur de la vente Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Employes de bureau Name of Business: Nom de l'entreprise Contremaitres Location-Endroit Clerical workers Professionals Professionnels Supervisors

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaries

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Employment and Immigration Canada Emploret Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\* Air Transport Industries

Industrial Sector: Branche d'activite:

Conair Aviation Ltd.

NOTA Voir instructions

Name of Business Nom de l'entreprise

Form formulaire 6 Partie 8

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Hommes Col 11 Total Number Nombre total Col 10 Reporting Period: Période de rapport: Women Col 9 Personnes handicapées Men Col. 8 Total Number Nombre total Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Men Hommes Col. S Province / Territory (specify)
Province / territoire (preciser) Total Number Mombre total Col. 4 Women (O) 3 N/A All Employees Tous les salaries Men Hommes COI National (Canada) National (Canada) Total Number Nombre total Col. 1 X Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED MOMERE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers travailleurs qualifies et artisans Employes du secteur des services f mployes du secteur de la vente Iravailleurs manuels specialises Semi-skilled manual workers Other manual workers Autres travailleurs manuels Middle or other managers Huper-level managers Cherical workers Employes de bureau Contremaitres Cadres superieurs I ocation Endroit Service workers Sales workers Professionnels Professionals Surveillants

Use separate Parts for permanent full-time and temporary employees

Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

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Canada

Employment and Immigration Canada Employet Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Industrial Sector: Branche d'activité

Conair Aviation Limited

Location-Endroit

NOTE. See instructions NOTA. Voir instructions Name of Business: Nom de l'entreprise:

Page 1 3

2 Parte A.

Form Formulaire

Reporting Period.
Periode de rapport:

Air Transport Industries

Designated CMA (specify) RMR designee (préciser) Province / Territory (specify) British Columbia Province / territorie (préciser) × National (Canada) 

	Top and bottom of salary range	:	- 2	All Employees Tous les salariés		Ab	Aboriginal Peoples Autochtones		Person	Persons with Disabilities Personnes handicapées	ties	Member	Members of Visible Minorities Membres des minorités visibles	isibles
Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col. 2	Col 3	Col 4	Col. S	Col. 6	Col. 7	Col. 8	6 (lo)	Col. 10	Col 11	Col 12	Col 13
Upper-level managers	70,000 & over	4 W	9	4										
Cadres superieurs	60,000-64,999	~ -	1	1										
Middle or other managers	70,000 & over	4 W	ر 8	5								-	1	
Cadres intermediaires et autres cadres	35,000-39,999	~-	7 2	5 1	2 1	-	1							
Professionals	666,65-000,55	4 m	1	1										
Professionnels	35,000-39,999	~ -	2	1	1									
Semi-professionals and technicians	60,000-64,999	4 6	9	6 18	1									
Semi-professionnels et techniciens	15,000-17,499	7	25	25 28	2				2	2		-	1	
Supervisors	666'69-000'59	4 W	1 2	1 2					-	1				
Surveillants	27,500-29,999	~ -	2	0	9									
Foremenwomen	666,65-000,55	4 W	2 4	2										
Contrematives	35,000-39,999	2	2	2					1	1				

•• Trefers to the lowest salary quarter; 4 refers to the highest salary quarter!
Treprésente les salaires du quart le moins éleve; 4 représente les salaires du quart le plus élevé Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés Temporaires

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Employment and Immigration Canada Emploi et Immigration Canada

Page 2 form formulaire 2 Partie A.

	Top and bottom		1	All Employees Tous les salariés		AP	Aboriginal Peoples Autochtones	XI	Perso	Personnes handicapees	ries	Membre	Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Maximum et minimum de l'echelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Mombre total	Men	Women	Total Number Nombre total	Men Hommes	Vomen
	col 1		Col. 2	Cot 3	Col 4	Col. S	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col. 12	Col 13
Clerical workers	40,000-44,999	4 W	19	3	7				-	1			-	1
Employes de bureau	12,500-14,999	~ -	28 9	12	16									
Sales workers employee du cecteur de la		4 W												
vente														
Service workers		4 W		•										
services		7							6	,		2	2	
Skilled crafts and trades workers	45,000-49,999	4 6	29 51	29 51		-	-		, r	1 2		1 2	1 2	
Travailleurs qualifies et artisans	25,000-27,499	7	<b>3</b> 94	43		-	1		,			4	4	
Semi-skilled manual workers	30,000-34,999	4 m	11	11 10								1	1	
Travailleurs manuels specialises	17,500-19,999	- 2	17	17 6		7	7							
Other manual workers	30,000-34,999	1 1	1	1										
Autres travaments manners	15,000-17,499	~ -	2	2		-	-							
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	NE EMPLOYEES DE SALARIÉS		415	369	97	9	9		10	10		16	15	5 1

Employment and Immigration Canada Employ et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form Part B. Page 1 Reporting Period: Période de rapport:

1989

Designated CMA (specify)
RMR designee (preciser) Air Transport Industries Industrial Sector: Branche d'activité: Province / Territory (specify) British Columbia Province / territorie (preciser) Q.

National (Canada) National (Canada)

Location-Endroit

Conair Aviation Ltd. 

NOTE. See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise

	Top and bottom of salary range	:	1	All Employees Tous les salariés		Ab	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapees	ties	Membe	Members of Visible Minorities Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Maximum et minimum de l'échelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1 .		Col. 2	Col 3	Col 4	Col S	Col. 6	Col. 7	Col 8	Col 9	Col 10	Col. 11	Col. 12	Col 13
Upper-level managers Cadres superieurs		3 -												
Middle or other managers Cadres intermediaires et autres cadres		* E 2 -												
Professionals Professionnels		4 6 7-		•										
Semi-professionals and technicians Semi-professionnels et techniciens		4 m ~ -												
Supervisors Surveillants		4 m v -												
Foremen/women Contremaitres		4 m ~ -												

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

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... I refers to the lowest salary quarter, 4 refers to the highest salary quarter! I représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus éleve

Employment and Immigration Canada Emploi et Immigration Canada

form formulaire 2 Partie B. Paye 2 Women Col 13 Members of Visible Minorities Adembres des minorites visibles Men Hommes Col 12 Total Number Nombre total Col 11 Women Col 10 Persons with Disabilities Personnes handicapées Men Col 9 Total Number Mombre total Col 8 Women Col 7 Aboriginal Peoples Autochtones Men Col 6 Total Number Mombre total Col S Women Col 4 All Employees Tous les salariés Men Col 3 Total Number Nombre total Col 2 Quarter 17,500-19,999 Top and bottom of salary range Maximum et minimum de l'echelle de remunération 17,500-19,999 10,000-12,499 10,000-12,499 TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES 1 100 Semi-skilled manual workers Travailleurs manuels specialises Occupational Groups Categories professionnelles Other manual workers Autres travailleurs manuels Sales workers Employes du secteur de la vente Shilled crafts and trades workers travailleurs qualifies et artisans Service workers Employes du secteur des NOTA Voir instructions Clerical workers Employes de bureau Services

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter! Treprepente les salaries du quart le moins eleve, 4 represente les salaries du quart le plus elevé

LAN' SUBC. (Y BO) F. J.

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NOTE: See instructions NOTA: Voir instructions Name of Business:

Location-Endroif

Employment and Immigration Canada Emploret Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN\*

formulaire 3 PartieA

19 89 Reporting Period: Periode de rapport: Air Transport Industries Industrial Sector: Branche d'activite: British Columbia Province / Territory (specify) Province / territoire (preciser) X National (Canada) Conair Aviation Ltd. 

CALARY HANGES		All Employees Tous les salariés		4	Aboriginal Peoples Autochtones	x	Pers	Personnes handicapees	ies	Memb	Members of Visible Minorities Membres des minorités visibles	orities
ECHELLES DE REMUNERATION	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col. 2	Col. 3	Col 4	Col. 5	Col. 6	Col 7	Cof 8	Col 9	Col 10	Cot 11	Col 12
Under Moins de \$10,000												
\$10,000 - \$14,999	1	1										
\$15,000 - \$17,499	8	9	2									
\$17,500 - \$19,999	91	13	3	1	1							
\$20,000 - \$22,499	27	19	8							1		1
\$22,500 - \$24,999	07	32	8	2	2							
\$25,000 - \$27,499	18	15	3							3	E	
\$27,500 - \$29,999	67	44	5							2	2	
\$30,000 - \$34,999	74	64	10				3	3		4	4	
\$35,000 - \$39,999	92	53	3	2	2		2	2		1	1	
\$40,000 - \$49,999	. 83	62	4	1	1		4	7		4	7	
\$50,000 - \$69,999	88	38					1	1			1	
\$70,000 and over	5	5										
TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIÉS	415	369	97	9	9		10	10		91	. 51	1

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

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Employment and Immigration Canada Employet Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PARTIEL\*

form formulaire 3 Partie 8

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Hommes Col 11 1989 Total Number Nombre total Reporting Period Periode de rapport. Col 10 Air Transport Industries Women Col 9 Persons with Disabilities Personnes handicapees Men Col 8 Industrial Sector: Branche d'activite. Total Number Nombre total Col 7 Province / Territory (specify) British Columbia Province / territorie (preciser) Women Col 6 Aboriginal Peoples Autochtones Men Hommes Col. S Total Number Nombre total Col 4 × Women Col 3 All Employees Tous les salaries Men Col 2 -National (Canada) National (Canada) Conair Aviation Ltd. Total Number Nombre total Col 1 2 -TOTAL NUMBER OF EMPLOYEES NOMBRE FOTAL DE SALARIÉS \$50,000 and over SALARY RANGES ECHELLES DE REMUNÉRATION \$20,000 - \$24,999 \$30,000 - \$39,999 \$40,000 - \$49,999 \$10,000 - \$12,499 \$12,500 - \$14,999 \$15,000-\$17,499 \$17,500 - \$19,999 \$25,000 - \$29,999 Under \$2,500 Moins de \$2,500 \$7,500 - \$9,999 \$5,000 - \$7,499 NOTE See instructions NOTA: Voir instructions \$2,500 - \$4,999 Name of Business: Nom de l'entreprise Location-Endroit

EMP 3849 (9-86)

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires



Employment and Inimigration Canada Emploi et Immigration Canada

# PERMANENT FULL-TIME EMPLOYEEŞ HIRED" RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN"

Form formulaire 4 Partie A

Women Col. 12 Members of Visible Minorities Membres des minorités visibles Men Hommes Col. 11 Total Number Nombre total Col. 10 Reporting Period: Période de rapport: Air Transport Industries Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Mombre total Industrial Sector: Branche d'activité Col. 7 Women Col. 6 British Columbia Aboriginal Peoples Autochtones Men Hommes Col. S Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col. 3 4 × All Employees Tous les salariés Men Col. 2 29 2 S 6 7 Total Number Nombre total National (Canada) Col. 1 2 34 9 \_ 6 Conair Aviation Ltd. TOTAL NUMBER OF EMPLOYEES HIRED MOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Sales workers Employés du secteur de la vente Autres travailleurs manuels Other manual workers NOTE See instructions NOTA Voir instructions Lupper-level managers Cadres superieurs Employés de bureau Name of Business Nom de l'entreprise **Furemen**/women Location Endroit Clerical workers Professionals Professionnels Contremaitres Surveillants

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Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires .

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NOTE See instructions NOTA Voir instructions

Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT PART-TIME EMPLOVEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form formulaire 4 Partie 8

Women Femmes

Members of Visible Minorities Membres des minorites visibles Men Col 11 Total Number Nombre total 1989 Col 10 Reporting Period: Période de rapport: Air Transport Industries Women Col 9 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activité C 05 Women Gol 6 Province / Territory (specify) British Columbia
Province / territoire (préciser) Aboriginal Peoples Autochtones Men Col. S Total Number Mombre total Col. 4 Women Col 3 2 All Employees Tous les salariés Men Hommes Col 2 Total Number Nombre total National (Canada) National (Canada) Col 1 Conair Aviation Ltd. Middle or other managers Ladres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Service workers t mployes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels speciaises Sales workers I imployes du secteur de la vente Upper level managers Cadres superieurs mployes de bureau Name of Business Nom de l'entreprise nemen/women Luxation-Endroit Lerical workers Professionals Professionnels Contremantres Surveillants

Canadä

TOTAL NUMBER OF EMPLOYEES HIRED MOMBRE TOTAL DE RECRUTEMENTS

Other manual workers Autres travailleurs manuels Use separate Parts for permanent full-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Employment and Immigration Canada Emploret Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form formulaire 5 Partie A

Women Col 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) salaries promus (Ensalaries promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle a laquelle ou a l'intérieur de laquelle is ont eté promus en dérineir) 19 89 Men Col 11 Reporting Period: Période de rapport: Total Number Mombre total Col. 10 Air Transport Industries Women Col. 9 Persons with Disabilities Personnes handicapées Men Hommes Col 8 Total Number Mombre total Industrial Sector: Branche d'activité Col. 7 Women Province / Territory (specify)
Province / territoire (préciser) Col. 6 Aboriginal Peoples
Autochtones Men Col S Total Number Nombre total Col. 4 Women Col. 3 **3** All Employees Tous les salariés Men Hommes Col. 2 18 20 20 Conair Aviation Ltd. Total Number Nombre total National (Canada) National (Canada) Col. 1 18 21 21 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCÉMENTS semi-professionals and technicians Semi-professionnels et techniciens tmployes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Sales workers Employés du secteur de la vente Semi-skilled manual workers Travailleurs manuels spécialisés Autres travailleurs manuels Other manual workers NOTE See instructions NOTA Voir instructions Upper-level managers Cadres superieurs Clerical workers Employes de bureau Name of Business.
Nom de l'entreprise Foremen.women Service workers Location-Endroit Professionals Professionnels Confremaitres Supervisors

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Use separate Parts for permanent part-time and temporary employees

Utilizer las autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Employment and Immigration Canada Emploi et Immigration Canada

5 Partie 8

form formulaire

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

1989 Reporting Period: Période de rapport: Air Transport Industries Industrial Sector: Branche d'activité: Province / Territory (specify) British Columbia Province / territore (préciser) × National (Canada) National (Canada) Conair Aviation Ltd. NOTE: See instructions
NOTA Voir instructions
Name of Business
Nom de l'entreprise. Location-Endroit

	Selace	-	Selection for selection from the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selection of the selecti							-		
Occupational Groups		All Employees Tous les salariés		Ì	Aboriginal Peoples Autochtones	x	Pera	Persons with Disabilities Personnes handicapées	ies	Memb	Members of Visible Minorities Membres des minorités visibles	orthes
Categories professionneires	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Mommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col. 2	Col 3	Col. 4	Col. S	Col. 6	Col. 7	Col 8	Col 9	Col. 10	Col. 11	Col 12
Upper-level managers Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens			,	N/A								
Supervisors												
Foremenwomen Contremaitres												
Clerical workers Employés de bureau			·									
Sales workers Employes du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans								,				
Semi-skilled manual workers Travailleurs manuels specialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIES PROMUS												
TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCÉMENTS												

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariès permanents à temps plein et les salaires temporaires

Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form formulaire 6 Partie A

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col. 11 1989 Total Number Nombre total Col 10 Air Transport Industries Reporting Period: Periode de rapport: Women Col. 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activité Col. 7 Province / Territory (specify)
Province / territoire (préciser) British Columbia Women Col. 6 Aboriginal Peoples Autochtones Men Hommes Col. S Total Number Nombre total Col. 4 Women Col. 3 13 18 7 Œ All Employees Tous les salariés Men Hommes C 100 130 20 11 53 32 5 2 Conair Aviation Ltd. Total Number Nombre total National (Canada) National (Canada) 148 Col 21 24 55 32 2 9 9 2 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED MOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises Sales workers Employés du secteur de la vente Travailleurs qualifies et artisans Other manual workers Autres travailleurs manuels NOTE. See instructions NOTA. Voir instructions Upper-level managers Cadres superieurs Clerkal workers Employes de bureau Name of Business: Nom de l'entreprise. uwemen/women Location-Endroit Service workers Professionals Professionnels Contremaitres Supervisors

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariès permanents à temps partiel et les salariès temporaires w

1 MP 3872 (9-86)

Employment and Immigration Canada Employet Immigration Canada

Form formulaire 6 Partie 8

19 89

Air Transport Industries

Industrial Sector: Branche d'activité

Conair Aviation Ltd.

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

Lucation-Endroit

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Women Col 12 Members of Visible Minorities Membres des minorities visibles Men Hommes Col 11 Total Number Nombre total Col 10 Reporting Period: Période de rapport: Women Col. 9 Persons with Disabilities Personnes handicapees Men Hommes Col. 8 Total Number Nombre total Col 7 Province / Territory (specify)

British Columbia
Province / territoire (préciser) Women Col. 6 Aboriginal Peoples Autochtones Men Hommes Col. S Total Number Nombre total Col. 4 Women Col 3 N/A All Employees Tous les salaries Men Hommes Col. 2 Total Number Nombre total National (Canada) National (Canada) Col 1 Middle or other managers Cadres intermediaires et autres cadres TOTAL MUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers travailleurs qualifies et artisans tinployes du secteur des services Semi-skilled manual workers Travailleurs manuels specialisés f mployes du secteur de la vente Other manual workers Autres travailleurs manuels Lipper-level managers Cadres superieurs t lental workers Employes de bureau turemen/women Service workers Professionals Professionnels Confremantres Sales workers 1 MP 3483 (9:86) Surveillants

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires .





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# **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

# LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



EMPIRE STEVEDORING LTD.

9034

Canadä<sup>\*</sup>

Minister of Supply and Services Canada 1990

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									+
I	NAME OF EMPLOYER	FULL LEGAL NAM	E		COMMON OR BUS	INESS NAME			1
ם	MARIE OF EMELOTER	EMPIRE STEVEDO	RING CO. LTD.		i				
E N		ADDRESS OF PRI	NCIPAL PLACE OF	BUSINESS	MAILING ADDRES	SS			
T I	ADDRESS	   395 RAILWAY ST   VANCOUVER, B.O			395 RAILWAY S'				
C		NAME OF CHIEF	EXECUTIVE OFFIC	ER OF EMPLOYER	NAME OF OFFICE	ER RESPONSIBL	E FOR EMP	LOYMENT EQUI	TY
A I	OFFICERS	P. T. SENIOR			A. R. MACRAE				1
0		POSITION TITLE			POSITION TITL	E	AREA	CODE TELEP	HONE NUMBER
N I	POSITION	PRESIDENT			SR. V.P. FINA	NCE	6	04   687	- 5766
1		INDUSTRIAL SEC		NO. OF EMPLOYEES		DESIGNATED	CMAs	PROVINCES/T	ERRITORIES
		WATER TRANSPOR	T INDUSTRIES	208	1	CALGARY	0	ONT.	0
R	INDUSTRIAL	DIDUSTRIAL SEC	TOR 2	NO. OF	GEOGRAPHICAL			QUE.	0
E	2,00011	1		EMPLOYEES 0	AREAS	EDMONTON	0	N.S.	0 1
P					i nacao	HALIFAX	0	N.B.	0
R	SECTOR(S)	INDUSTRIAL SEC	TOR 3	NO. OF	(INDICATE			MAN.	0
T				EMPLOYEES 0	NUMBER OF EMPLOYEES	MONTREAL	0 1	B.C.	208
S		1			LOCATED IN	REGINA	0	P.E.I.	0 1
ט		INDUSTRIAL SEC	TYOR 4	NO. OF	EACH AREA)			SASK.	0
м		l mooritain bro		EMPLOYEES	1	TORONTO	0	ALTA.	0
М		1		0	1				
A					1	VANCOUVER	204	NFLD	0
R					1			YKN	0
A	EMPLOYMENT	NUMBER OF PERMANENT	NUMBER OF PERMANENT	NUMBER OF TEMPORARY		WINNIPEG	0	N.W.T.	U
	STATUS	FULL-TIME	PART-TIME	EMPLOYEES					
	CATEGORIES	EMPLOYEES	EMPLOYEES			TOTAL EMPLO	YEES IN C	ANADA	208
	CATEGORIES	169	2	0					İ
		***********				*******			
C		1	A. Lon	MACRAGE					1
E		I, (Name)	oyer) EMPIRE	- 500/500	HEREBY CE	KITTLY ON REHA	TE OF		ļ Į
R	CEDMINICAMION		ONTAINED IN FORM						: 1
T	CERTIFICATION		TO THE BEST OF			E AMD ACCOUNT			CORPORATE :
F .		LIVERT REDITION,	, 10 1112 01231 91	111 1010111100000				:	: 1
T.	OF	1						,	: 1
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0		h	v ×1, 1	990	arminer /				
N		DATE			SIGNATURÉ _				

### Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 009034 EMPIRE STEVEDORING C | Industrial Sector: 454 WATER TRANSPORT INDUSTRIE | Reporting Period: 1989 Designated CMA X National (Canada) Province/Territory Location: Persons with Members of |Q| All Employees Aboriginal Peoples Disabilities Visible Minorities OCCUPATIONAL Top and bottom of |U|-|salary range|A| Total | | Total | | Total | Total GROUPS R Number Men | Women | Number | Men | Women | Number | Men | Women | Number | Men 171-----Col 1 | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 | 70000 |4| and over [3] Upper-level 70000 managers and over |1| 3 1 3 1 70000 4 24 | 23 | Middle or other and over [3] 9 | 8 1 12500 managers 14999 5 111 5 50000 141 131 Professionals 54999 0 121 0 111 40000 4 Semi-professionals 44999 131 and technicians 35000 121 39999 111 1 1 45000 141 Supervisors 49999 131 17500 121 19999 111 3 | 1 | 2 1 70000 141 23 | 23 | and over [3] 46 | 46 ] Foremen/women 25000 121 27499 |1| 4 4

Name of Business: 009034 EMPIRE STEVEDORING C | Industrial Sector: 454 WATER TRANSPORT INDUSTRIEReporting Period: 1989 Location: X National (Canada) Province/Territory Designated CMA Persons with Members of OCCUPATIONAL. Top and Q All Employees Aboriginal Peoples Disabilities Visible Minorities bottom of |U|---|salary range | A | Total | Total Total Total GROUPS R Number Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women Col 1 | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 | 35000 14 Clerical workers 39999 131 17500 121 9 1 6 19999 111 7 | 1 | 6 1 | 1 = | = | == 45000 141 Sales workers 49999 131 121 0 =|=|= 141 Service workers 131 121 =|=|= 141 Skilled crafts and trades workers 121 = | = | == 141 Semi-skilled 131 manual workers 121 -----= | = | === 4 Other manual 121 workers TOTAL NUMBER OF EMPLOYEES 169 | 136 | 33 | 6 3 | 3

### Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

	National (Can	ada	) Pr	ovince/	Territor	Ÿ				Designat	ted CMA			
OCCUPATIONAL	Top and bottom of	101		Employe	es	Abori	iginal P	eoples	,	rsons w			dembers o	
GROUPS	salary range	A	Total   Number	Men	Women	Total Number	•	Women	Total Number		Women	Total Number		Women
		T			Col 4	   Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 1
	1	4			1									
Upper-level		131			1			1						
managers		121			1	1		1						
	1	11	1		1	l		)	l					
	1	4	i		1			}					1	
Middle or other		3			i									
managers	1	121				1							1	
	1	11	}		1			1	1				1	
		=										-		
Professionals	1	131			1			1						_
Professionals		121	1		1			1						
	1	111	1					1					1	
	, 	=						,						
	}	141			1			1						
Semi-professionals		13			1									
and technicians	1	2	1		1			1						
	1	11				l		1	l		i			
	1	141	1		1	1		1	1		1		1	
Supervisors	1	131			1	1		1						
		2			1									
	İ	11	1		1			]	1				1	
		=					-							
		4						1						
Foremen/women	1	131			1			1						
	1	121												

Location: X	National (Can	ada	) Pr	rovince/	Territor	¥				Designa	ted CMA			
OCCUPATIONAL		  Q		Employe	es	Abori	iginal P	eoples		ersons w			e Minori	
GROUPS	bottom of  salary range	A	Total	Men	Women	Total     Number		Women	Total Number		Women	Total   Number	Men	Womer
	Col 1	1-1	\$		1	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 1
	15000	141			1 1			1						
Clerical workers	17499	131						1						
	15000	2			1									
	17499	11	,		1	1 1						 		
	1	4			1									
Sales workers		131			1									_
		121						1					1	
	}	11	1		1	1		]						
	1	14	1		1	1 1		1					-	
Service workers	1	131	1		1	1		1					1	
SELVICE WOLKELS	1	2			1	1		1					1	
	i	11	j		1	1		1						
	·	=												
	1	141			1									
Skilled crafts and		3												
trades workers	1	121												
	1	11	1		1	1		1						
	1	4	1		1	1 1		1				1	1	
Semi-skilled	1	131	1		1	1 1		1					1	
manual workers		121			1	1						1		
TOUR DE LEGIS	1	11	i		1	1		1					1	
		=												
		4	1											
Other manual		131	1		}			1					1	
workers	1	2	1		1			1						
	1	111	1		}	1		1					1	

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES Form 3 Part A

Name of Business	: 0090	)34	EMPIRE	STEVEDORI	NG CO. LT			Industr	ial Sector:	454 W	MATER TRAN	SPORT IND	USTRIES
Location:		X	National	(Canada)	Province	e/Territo	ry (speci	fy)			Repor	ting Peri	od: 1989
SALARY	) A	1	Employee	Б	Aborig	inal Peop	les		sons with			bers of Minoriti	es
RANGES	Total	1	Men	Women	   Total	) Men	Women	Total	Men Wo	men	Total	Men	Women
	Col.	.	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8   Co	1.9	Col. 10	Col. 11	Col. 12
< \$10,000	1 (	)	0	1 0	0	0	1 0	0	0	0	0	0	0
\$10,000-\$14,999	1 :	1	0	) 1	0	0	1 0	0	0	0	0	0 )	0
\$15,000-\$17,499	} (	)	0	0	) 0	0	1 0	0	0	0 )	0	0	0
\$17,500-\$19,999	1	1	1	3	) 0	0	1 0	0	0	0	0	0	0
\$20,000-\$22,499	1	1	0	7	0	0	1 0	0	0	0	1	0	1
\$22,500-\$24,999	1 4	1	2	2	) 0	0	1 0	0	0	0	. 0	0	0
\$25,000-\$27,499	} 8	3	4	4	0	0	1 0	0	0	0	2	1	1
\$27,500-\$29,999	1 6	,	2	4	0	0	1 0	0	0	0	0 }	0	0
\$30,000-\$34,999	1 10	)	5	5	0	0	0	0	0	0	0	0	0
\$35,000-\$39,999	(	1	4	1	0	0	1 0	0	0	0	0	0	0
\$40,000-\$49,999	1 17	1	13	4	0	0	) 0	0	0 }	0	0	0 }	0
\$50,000-\$69,999	83	1	81	2	) 0	0	1 0	0	0	0	2	1	1
\$70,000 >	1 24	1	24	0	0	0	1 0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES	1 169	)	136	33	0	0	0	0	0	0	6	3	3

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3

Part B

0 1

0

009034 EMPIRE STEVEDORING CO. LT Industrial Sector: 454 WATER TRANSPORT INDUSTRIES Name of Business: Reporting Period: 1989 Location: X National (Canada) Province/Territory (specify) Members of Persons with Visible Minorities All Employees Aboriginal Peoples Disabilities SALARY Total Men Women Total Men Women Total Men Women Total Men Women RANGES | Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 0 1 0 1 0 1 0 1 0 1 0 1 0 0 1 0 1 0 1 0 1 0 1 < \$2,500 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 \$2,500-\$4,999 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 0 1 \$5,000-\$7,499 0 1 01 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 ] 0 0 1 \$7,500-\$9,999 0 1 \$10,000-\$12,499 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 Λ 0 1 0 1 0 | 0 1 0 1 0 1 0 1 0 1 0 1 0 | 0 \$12,500-\$14,999 \$15,000-\$17,499 0 | 2 | 0 1 0 1 0 1 0 | 0 1 0 1 0 2 | \$17,500-\$19,999 0 1 0 1 0 | 0 1 0 1 0 1 0 1 0 | 0 | 0 1 0 1 0 1 0 1 0 \$20,000-\$24,999 0 1 0 1 0 1 0 1 0 1 \$25,000-\$29,999 0 1 0 0 0 1 0 1 0 | 0 1 0 1 0 1 0 \$30,000-\$39,999 0 1 0 1 0 1 0 1 0 | 0 1 0 1 0 1 0 \$40,000-\$49,999 0 1 0 1 0 | 0 1 0 1 0 1 0 1 0 1 0 > \$50,000 - 1 0 1 0 | 0 1 0 1 0 | 0 1 0 |

0 1

2 1

0 1

0 1

TOTAL NUMBER OF

EMPLOYEES

2 1

### PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

Part A

Location:	X Nat	ional	(Car	ada) P	rovince/T	erritorv	(specify)			1	Reporting	Period:	1989
OCCUPATIONAL	1	Emplo			1	inal Peop		Per	sons with		Men	mbers of Minoriti	
GROUPS	Total Number	Men	1	Women	Total   Number	Men	Women	Total   Number	   Men	Women	Total     Number	Men	Women
	Col. 1	Col.	2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Opper-level managers	0	1	0	0	0	0	0	0	0	0	0 1	0 1	0
Middle or other managers	1	1	0	1	0	1 0	0	0	0	0	0	0	0
Professionals	0	1	0	0	0	1 0	0	0	1 0	0	0	0	0
Semi-professionals and technicians	0	1	0	0	1 0	0	0	0	0	0	0 1	0	0
Supervisors	0	1	0	0	1 0	0	0	1 0	0	0	. 01	0 1	0
Foremen/women	1		1	0	1 0	0	0	1 0	0	0	0	0	0
Clerical workers	1	1	0	1	0	0	1 0	1 0	0	0	0	0	0
Sales workers	0	1	0	0	0	0	1 0	1 0	0	0	0	0	0
Service workers	0	1	0	0	1 0	0	0	0	0	0	0 1	0 1	0
Skilled crafts and trades workers	0	1	0	0	0	0	1 0	1 0	0	0	0	0	0
Semi-skilled manual workers	0		0	0	0	0	1 0	1 0	0	0	0	0	0
Other manual workers	0	}	0	0	0	0	) 0	0	0	0	0	0 1	0
TOTAL NUMBER OF EMPLOYEES HIRED	3		1	2	1 0	0	0	) 0	0	0	0	0	0

DEPMANENT PART-TIME EMPLOYEES HIRED

-1

- 1

EMPLOYEES HIRED

1

- 1

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business:	009034	EMPIRE ST	EVEDORING	C			Industria	l Sector:	454 W	ATER TRANSI		218162
Location:	X Nat	ional (Car	ada) Pr	rovince/Te	rritory (	specify)			1	Reporting	Period:	1989
	Employ	ees promot	ed (Emplo to wh	oyees promi	oted duri	ng the ye	ear are to	be repor	rted only	in the occ		
OCCUPATIONAL	A	ll Employe	965	Abor	riginal Pe	oples		ersons wit			embers of ble Minor	
GROUPS	Total Number			Total Number		Women	Total Number	Men		Total     Number	Men	Women
1	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Ipper-level managers	1	1	0	0	0	0	0	0	0	0 1	0	0
fiddle or other	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	1 0	0	) o	0	0	0	0	0	0 1	0	0
Semi-professionals	0	1 0	1 0	0	0	0	0	0	0	0 1	0	0
Supervisors	0	1 0	0	1 0	0	0	0	0	0	0 1	0 !	0
Foremen/women	0	0	0	0	0	0	0	0	) o	0 1	0	0
Clerical workers	0	1 0	0	0	0	0	0	0	1 0	0	0	0
Sales workers	0	0	0	0	0	0	1 0	0	0	1 01	0	0
Service workers	0	1 0	1 0	1 0	0	0	0	1 0	0	0 1	0	0
Skilled crafts and trades workers	0	1 0	0	0	1 0	0	1 0	0	0	0 1	0	0
Semi-skilled manual workers	0	0	0	1 0	0	0	1 0	0	0	1 01	0	0
Other manual	0	1 0	0	0	1 0	0	0	0	0	1 01	0	1 0
TOTAL NUMBER OF EMPLOYEES PROMOTED	1	1	0	0	1 0	1 0	0	1 0	1 0	0	0	1 0
TOTAL NUMBER OF PROMOTIONS	1 1	1	1 0	1 0	1 0	1 0	1 0	0	1 0	0	0	0

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Location:	X Nat	ional (Ca	nada) Pi	rovince/T	erritory	(specify)			1	Reporting	Period:	1989
***	Employ	ees promo			moted dur					in the oc	cupations	al groups
OCCUPATIONAL,	] ] ]	11 Employ	ees	Abo	riginal P	eoples		ersons wi			dembers of	
GROUPS	Total   Number	•	Women	Total Number			Total Number	   Men	Women	Total     Number	Men	Women
	Col. 1	Col. 2	.Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1
Upper-level managers	0	0	0	0	1 0	0	0	0	0	0 1	0 1	0
Middle or other managers	0	0	0 1	0	0	0	0	0	0	0	0	0
Professionals	0	1 0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	. 0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0 1	0	0	0
Sales workers	0	0	0	0	0	0 1	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
killed crafts and   rades workers	0	0	0	0	0	0	0 1	0	0	0	0	0
emi-skilled   anual workers	0	0	0	0	0	0	0	0	0	0 1	0	0
ther manual   orkers	0	0	0	0	0	0	0	0	0	0	0	0
OTAL NUMBER OF	0	0	0	0	0	0	0	0	0	0	0	0
OTAL NUMBER OF   ROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

PERMANENT FULL-TIME EMPLOYEES TERMINATED Form 6 Part A

Name of Business:	009034	EMPIRE ST	EVEDORING	С		1	Industria	l Sector:	454 W	ATER TRANS	PORT INDU	STRIES
Location:	X Nat	ional (Car	ada) Pr	ovince/Te	erritory	(specify)			1	Reporting	Period:	1989
OCCUPATIONAL	All	Employees		Aborigi	nal Peop	les		ons with			bers of Minoriti	es
GROUPS	Total Number	Men	Women	Total	Men	Women	Total Number	Men	Women	Total     Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Ipper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
fiddle or other	0	0	0	0	0	) o	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	) 0	0	0	0	0	0	0	) o	0	1 0	0	0
Supervisors	1	1	0	0	0	0	0	0	) 0	0	0	0
Foremen/women	) 20	20	0	0	0	) 0	0	0	0	0	0	) o
Clerical workers	5	2	3	0	1 0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	) 0	0	) 0	0	0	1 0	0	0
Service workers	1 0	1 0	0	0	j 0	1 0	0	0	1 0	1 0	0	0
Skilled crafts and trades workers	0	1 0	0	0	1 0	0	0	1 0	0	1 0	0	0
Semi-skilled manual workers	0	0	0	0	1 0	1 0	0	1 0	1 0	1 0	0	0
Other manual	0	0	0	1 0	0	0	1 0	1 0	0	0	0	1 0
TOTAL NUMBER OF EMPLOYEES TERMINATED	26	23	] 3 	0	0	0	0	1 0	0	1 0	0	0 

PERMANENT PART-TIME EMPLOYEES TERMINATED Form 6 Part B

Location:	X Nat	ional (Car	nada) P	rovince/Te	erritory	(specify)				Reporting	Period:	1989
OCCUPATIONAL	All	Employees	•	   Aborig	inal Peopi	les	4	sons with			bers of Minoriti	ies
GROUPS	Total Number	   Men	Women	Total Number	Men	Women	Total   Number		Women	Total     Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 13
Jpper-level managers	0	0	0	0	0	0	0	0	0	0 1	0	0
Middle or other	0	0	0	0	0	0	0	0	0	0 1	0	0
Professionals	0	0	0	0	0	0	0	0	0	0   	0	0
Semi-professionals and technicians	0	1 0	0	0	0	0	1 0	0	0	0	0	0
Supervisors	0	0	0	1 0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	1 0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	1 0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	1 0	1 0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	1 0	0	0	0 1	0	0
Other manual workers	0	0	0	0	0	0	1 0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	0	0	0	0	0	0	1 0	0	0	0	0	) 0 

### Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

ocation:	National (Can	ada)	) Pr	rovince/	Perritor	y			X	Designa	ted CMA	07 VANCO	OVER	
OCCUPATIONAL		  Q		Employe	es	Abori	ginal Pe	oples	,	rsons w			embers o	-
GROUPS	bottom of  salary range	A		Men	Women	Total     Number	Men	Women	Total Number	Men	Women	Total   Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5					Col 10	Col 11	Col 12	Col 13
	70000	4	1	1		1								
Upper-level	and over	131			1									
managers	70000	121	2	2		1	1							
,	and over	11	3	3	1	1						1		
	1 70000	= =  4	24	23	1							2	2	
Middle or other	and over	131	9	8	1	1						1		
managers		121	5	3	2	1 1					1	1		
	14999	11	5		5		1					1	1	
		1=1=	4 1									1 1	1	1
	50000	141	1		1	1 1						1		
Professionals		131			1						1		1	
	•	2	1		1	1						-	1	
***************************************	0	1   = :	I			1			 		 			
	40000	4	1	1	1	1 1					,	1	1	
Semi-professionals	1 44999	131	1	1	1	1			1			1	1	
and technicians	35000	21	1		1	1 1					1	1		
and cecumicians		121	1		1 1	1								
		= :	- [											
	45000	141	3 1	2	1 1	1 1			1		1	1	1	
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Name of Business: 009034 EMPIRE STEVEDORING C | Industrial Sector: 454 WATER TRANSPORT INDUSTRITREPORTING Period: 1989 National (Canada) Province/Territory X Designated CMA 07 VANCOUVER Persons with Members of Disabilities | Visible Minorities Top and |0| All Employees | Aboriginal Peoples | bottom of |U|----| Total | Total | |salary range|A| Total | | Total | R Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women Col 1 | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 | 35000 141 3 | 2 1 2 1 Clerical workers 39999 131 6 1 17500 |2| 91 3 1 19999 |1| 7 1 1 1 6 1 1 1 11 45000 |4| 131 Sales workers 49999 0 |2| 1 1 0 |1| =1=1= 4 131 Service workers 121 =1=1= 141 Skilled crafts and 131 121 trades workers -1-1--141 Semi-skilled 131 121 manual workers 141 Other manual 131 121 workers = | = | = | | 6 | 3 | 3 | TOTAL NUMBER OF EMPLOYEES 168 | 135 | 33 | 1 1

### Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business:	009034 EMPIRE	STEVEDORI	G C In	dustrial	Sector:	454 W	ATER TRAI	NSPORT I	DUSTRIE	Reportin	g Period	198	19
Location:	National (Cana	ia) Pr	ovince/	Territor	7			Х	Designa	ted CMA	07 VANCO	OVER	
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Middle or other managers	ii	3 2											
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Supervisors	,	21 1			1 1								
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Foremen/women	1	31 1											
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Name of Business: 009034 EMPIRE STEVEDORING C | Industrial Sector: 454 WATER TRANSPORT INDUSTRIEReporting Period: 1989 X Designated CMA 07 VANCOUVER National (Canada) Province/Territory Location: Members of Persons with Top and |Q| All Employees | Aboriginal Peoples | Disabilities Visible Minorities OCCUPATIONAL bottom of |U|----| Total | 1 Total | Total |salary range|A| Total | GROUPS R Number Men Women Number Men Women Number Men Women Number Men Col 1 | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 15000 4 17499 131 Clerical workers 15000 121 17499 111 1 | 1 1 =|=|====== 141 Sales workers 121 111 |=|= 141 Service workers 121 141 Skilled crafts and 131 trades workers 121 = | = | = 141 131 Semi-skilled manual workers 121 141 131 Other manual workers 121 1 1 TOTAL NUMBER OF EMPLOYEES 2 | 2







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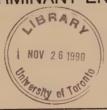
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**EMPLOYMENT EQUITY ACT** 

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

# LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**EXECUTIVE SECURITY SERVICES** 

9035

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\* Ministre des Approvisionnements et Services Canada 1990

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SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORTS SUBMANAY RANCETER AT REAL PROPERTY OF ACTIVIDE

	ton.	FOURTE EN MATIERE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE	FICATION DE L'EMPLOYEUR, SOMM	THE DUKAMON ELATESTATIONE	AACHI OUE			
Section Of Cases Over	FULL LEGAL MAME - NOM LEGAL AU COMPLET			COMMON OR BUSINESS NAME - NOM USUEL OU HAISON SOCIALE	AISON SOCIALE			
MOM DE 1.EMM OYEUR	O PRECITIVE SEQUENTY SERVICES LTD.	RATOES LTD.		(2) EXECUTIVE SECURITY SERVICES LTD.	ES LTD.			
ADDRESS		PLACE OF BUSINESS - ADMESSE D'AFFAIRES NA HONALE PRINCIPALE		MAILING ADORESS - ADRESSE POSTALE				
ACCANON	① #280 - 167 West 2	167 West 2nd Avenue, Vancouver, B.C.,	B.C., V5Y 1B8	<ul><li>#280 - 167 West 2nd Avenue, Vancouver, B.C., V5Y 188</li></ul>	Avenue, Van	couver, B.C., V	5Y 188	
	NAME OF CHEF EXECUTIVE OFFICER OF EMP	NAME OF CHEF EXECUTIVE DEFICER OF EMPLOYER - NOM DU PREMIER DINIGEANT DE L'ENTREPRISE	VIREPRISE	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITE EN MATHEM D'ÉMMY GI	IT EQUITY - NOM DE L'	hgent responsable de l'équi	TE EN MAN THÉME D'ÉM	5
AGENTS	O John GRADY			○ Kelvin NG			- 1	
- MOLLSON	POSITION TITLE - TITME OU FONCTION			POSITION TITLE - TITME OU FONCTION			EA COOK	TELEPHONE NUMBER
FONCTION	• President			<ul> <li>Manager, Administration and Projects</li> </ul>	ion and Pro	jects	4 0	8,7,3,.3252
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	© OTHER BUSINESS SERVICES	RVICES - 779	536	GEOGRAPHICAL	CALGARY		ONT. ONT	323
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BRANCHE(S)	<b>3</b>		-	EACH AREA	MÖNTREAL	197	1004	16
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- Canada				W				
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ACCURACY	: sef Office I	DRBAS 1 TO 6 OF THIS REPORT IS TRUE AND ACK	IONI CONTAMIND MERONAS I TO 6 OF THIS MEMORE'S TRUE AND ACCURATE IN EVERY RESPECT. TO THE BEST OF MY ENDIN	Y KINDOWIE DEE MED BELLES				SEAL
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mployment and Employet smooth canada immigration Canada

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS NOTA: VOM INSTRUCTIONS POUR REMAUR TOUS LES FORMULAINES

SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: FUNIOVERIDENTEKATION, REPORT SUMMARY AND CERTEKATION OF ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOI: DENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Form Formulaire

Emploi et Immigration Canada Employment and Immigration Canada

TELEPHONE INJAMES IN MANAGED DE TELÉPHONE CORPORATE SCEAU DE LA SOCIETÉ 1, 1, 1, 1, 1, 1, 873-252 175 298 9 19 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATRÈME D'EMPLOI A 0. LWT-FR-O. ANEA CODE TWO.THC AASI-MAM FILLA ASK SASK ALTA-ALE #1D-T-4 KM.-YuK. 48.44.4 10.64 QUE OC 15.44 V5Y 1B8 1280 - 167 West 2nd Avenue, Vancouver, B.C. TOTAL EMPLOYEES IN CANADA ACAMBRE TOTAL DE SALABRÉS AU CAMADA DESIGNATED C M AS R M R DESIGNEES 298 161 EXECUTIVE SECURITY SERVICES LTD. Manager, Administration & Projects 3) EXECUTIVE SECURITY SERVICES LTD. VANCOUVER WINNER DAAONTON MONTREAL CONOMIO HALIFAX CALGARY REGINA COMMON ON BUSINESS NAME - NOM USUEL OU HAISON SOCIALE SEOGRAPHIQUES EMPLOYEES LOCATED IN GEOGRAPHICAL (INDICATE NUMBER OF INDIQUER LE NOAMBRE DE SALARIÉS DANS MAILING ADDRESS - ADRESSE POSTALE CHAQUE SECTEUR) POSITION TITLE - FITRE OU FONCTION SECTEURS EACH AREA) AREAS O Kelvin NG THAT THE WEODBBATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) QUE LES RENSEKONE MENTS FOURNIS DANG LES FORMULAINES 1 A 6 DU PRÈSENT RAPPORT SONT, AUTANT QUE RE SAONE, VRAIG ET EXACTS À TOUS ÉGANDS. HEREBY CERTIFY ON BEHALF OF (Name of employed) SIGNATURE - SIGNATURE NO. OF EMPLOYEES NO OF EMPLOYEES OLINE DE SALABES MO. OF EMPLOYEES MUMMER OF TEMPORARY
EMPLOYEES
MOMME DE SALAMÉS
TEMPORAMES 475 V5Y 1B8 0 #280 - 167 West 2nd Avenue, Vancouver, B.C. NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE 1'ENTREPRISE 13 ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALÉ -NUMBER OF PERMAMENT PART-THAE EMPLOYEES NOMBRE DE SALAMES PERMAMENTS A TEMPS PARTIEL EXECUTIVE SECURITY SERVICES LTD. DATE DATE MAY 22, 1990 @ OTHER BUSINESS SERVICES - 779 125 ☺ MOUSTMAL SECTION 4 - MANIOR D'ACTIVITÉ 4 INDUSTRIAL SECTOR 2 - MANDIE D'ACTIVITÉ 2 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 FULL LEGAL NAME - NOM LÉGAL AU COMPLET John GRADY MUMABER OF PERMANENT FULL-THAE EMPLOYEES MOMABEE DE SALABRÉS MERMANENTS À TERMES PLEIN POSITION TITLE - TITME OU FONCTION John GRADY President 350 IE. (NOM) t, (Name) **E** 0 0 (2) (3) 3 3 CERTIFICATION ATTESTATION D'EXACTITUDE NOM UF I EMPLOYEUR NAME OF EMPLOYER EMPLOYMENT CATEGORIES CATÉGORIES FONCTION BRANCHE(S) ACCURACY INDUSTRIAL D'ACTIVITÉ SALARIÉS SECTOR(S) POSITION OFFICERS STATUS AGENTS AUDHESS ADRESSE 8 9 KKRROKH -QUZL-L MA-AREON 93 -03 KH40KH いコラライベン OWZH

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS NOTA: FORE METRICTIONS FOUR REMAINS TOUS LES FORMULAINES

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN\*

Emploi et Immigration Canada Employment and Immigration Canada Form Parte A Page

Women Col 13 19 347 Members of Visible Minorities Membres des minorites visibles Reporting Period: Periode de rapport Men Coi 12 200 Total Number Nombre total Col 13 Women Col 10 Designated CMA (specify) RMR designee (preciser) OTHER BUSINESS SERVICES Persons with Disabilities Personnes handicapees Men Col 9 Total Number Col. 8 Women Col 7 Industrial Sector Branche d'activite Aboriginal Peoples Autochtones Men Gol 6 Total Number Nombre total Col S Province / Territory (specify)
Province / territoire (preciser) Women Col 4 040 All Employees Tous les salarres Men Hommes Col 3 EXECUTIVE SECURITY SERVICES LTD. Total Number Nombre total Col 2 10 E Quarter National (Canada) National (Canada) 20,000-22,499 Top and bottom of salary range Maximum et minumum de l'échelle de remunération 22,500-24,999 22,500-24,999 35,000-39,999 22,500-24,999 00 ð Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et autres cadres technicians Semi-professionnels et techniciens Semi-professionals and Upper- level managers Cadres superreurs NOTE. See instructions NOTA. Voir instructions Name of Business: Nom de l'entreprise Location-Endroit Professionals Professionnels

Use separate Parts for permanent part-time and temporary employees Utiliser is sautres parties pour les salaires permanents a temps partiel et les salaries temporaires

115,000-17,499

Supervisors

Foremen/women

Contremaitres

) refers to the lowest salary quarter; 4 refers to the highest salary quarter! I represente les salaires du quart le monts éleve; 4 represente les salaires du quart le plus eleve

Employment and Immigration Canada Emploi et Immigration Canada

Form Formulaire 2 Partie A. Page 2

	Top and bottom of salary range			All Employees Tous les salaries		A	Autochtones		Perso	Personnes handicapees	ees	Membre	Membres des minorités visiones	Women
Occupational Groups Caregories professionnelles		Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number Nombre total	Men	Women	Nombre total	Hommes	Femmes
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	\$17,500-19,999													
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Employes du secteur des		۰ ~	2	\$								,		-
services	\$12,500-14,999	-	10	2	2									
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Travailleurs manuels specialises		~												
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Other manual workers Autres travailleurs manuels		۶ ۲												
		-										K	107	150
TOTAL NUMBER OF EMPLOYEES MOMENTS AND SERVICES	OF EMPLOYEES		320	135	215				-	-		3	(	

Emplor et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL\* Employment and Immigration Canada

Formulaire 2 Partie B. Page 1 3861

Reporting Period: Periode de rapport:

OTHER BUSINESS SERVICES

Branche d'activite

EXECUTIVE SECURITY SERVICES LTD.

NOTE: See instructions NOTA: Vair instructions Name of Business: Nom de l'entreprise Women CO 13

Men Col 12

Total Number Nombre total Col 11

Women Col 10

Men Hommes Col. 9

Total Number Nombre total

Women Col. 7

Col 8

Members of Visible Minorities Membres des minorites visibles

Designated CMA (specify) RMR designee (preciser)

Persons with Disabilities Personnes handkcapees

Province / Territory (specify)
Province / territoire (preciser)

National (Canada)

Location-Endroit

Top and bottom of salary range Maximum et minimum de l'échelle de rémunération

Occupational Groups Categories professionnelles

Col 1

Aboriginal Peoples Autochtones Men 9 100 Total Number Nombre total Col 5 Women Col 4 All Employees Tous les salarres Men Hommes Col 3

Total Number Nombre total Col 2 Quarter

Professionals Professionnels

Middle or other managers Cadres intermediaires et

autres cadres

Upper-level managers Cadres superieurs

Semi-professionals and

technicians Semi-professionnels et rechmonts

12,500-14,999 \$10,000-12,499 Foremen/women Supervisors

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Use separate Parts for permanent full-time and temporary employees Utiliser is autres partes pour les salares permanents a temps plein et les salarres Temporaires

1 MP 1880 (9-80) P

Trepesente les salairs quarter, 4 refers to the highest salary quarter/
repesente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Emploi et Immigration Canada

Formulaire 2 Partie B. Page 2

Canadä Women COI 13 83 Members of Visible Minorities Membres des minorites visibles **₹**₽8 = Men Col 12 8 N 80 N 80 Total Number Nombre total Col 11 107 2023 Women Col 10 Persons with Disabilities Personnes handicapees Men 6 100 Total Number Nombre total Col 8 Women Col 7 Aboriginal Peoples Autochtones Men Hommes Fotal Number Nombre total 5 13 Women 88 Cot 4 7287 All Employees Tous les salaries Men 6878 2 Col 3 Total Number Nombre total **%** 20 8 20 2 Col 2 Quarter Top and bottom of salary range Maximum et minimum de l'echelle de remuneration \$ 5,000- 7,499 \$12,500-14,999 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARNÉS (0) Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels Occupational Groups Categories professionnelles Sales workers Employes du secteur de la vente Employes du secteur des Skulled crafts and trades workers Travailleurs qualifiés et artisans NOTE See instructions
NOTA Voir instructions Clerical workers Employes de bureau Service workers Services

Trefers to the lowest salary quarter; 4 refers to the inghest salary quarter! Trepresente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus éleve

1 Mar 1486 (9-86) F 2

Employment and Immigration Canada Employer t Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN\*

Form 3 Part A Formulaire 3 Partie A

Women 150 Col. 12 49 103 Members of Visible Minorities Membres des minorites visibles 107 Men Hommes Col. 11 21 26 1989 Total Number Nombre total 257 Col 10 Reporting Period: Periode de rapport: OTHER BUSINESS SERVICES 159 97 Women Col 9 Persons with Disabilities Personnes handicapees Men Col 8 Industrial Sector Branche d'activite. Total Number Nombre total Col 7 Women Col. 6 Aboriginal Peoples Autochtones Men Province / Territory (specify)
Province / territoire (preciser) Col S Total Number Nombre total Col 4 Women 0 0 164 00 0 46 2 EXECUTIVE SECURITY SERVICES LTD. All Employees Tous les salaries Men Hommes Col 2 3 2 2 8 8 National (Canada) Total Number Nombre total Col. 1 -N 3 9 9 83 8 TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES \$70,000 and over \$25,000 - \$27,499 \$35,000 - \$39,999 \$40,000 - \$49,999 \$27,500 - \$29,999 \$30,000 - \$34,999 \$50,000 - \$69,999 SALARY RANGES ECHELLES DE REMUNERATION \$10,000 - \$14,999 \$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999 \$15,000 - \$17,499 Under Mouns de \$10,000 NOTE. See instructions NOTA Voir instructions Name of Business: Nom de l'entreprise: Location-Endroit

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires Temporaires

215

135

350

Employment and immigration Canada Emploi et Immigration Canada

3 Partie B

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEÉS\* PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL\*

NOTE See instructions NOTA Voir instructions

Women . COI 12 29 6 98 ಸ Members of Visible Minorities Membres des minorities visibles Men Hommes 2 Col 11 31 48 8 19 89 Total Number Nombre total Reporting Period. Periode de rapport Col 10 3 107 OTHER BUSINESS SERVICES 17 88 8 Women 6 100 Persons with Disabilities Personnes handicapees Men Col 8 Industrial Sector Branche d'activité Total Number Nombre (ofal Col 7 Women Col 6 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify)
Province / territoire (preciser) Col 5 Total Number Nombre total Col 4 Women Col 3 33 = 23 68 EXECUTIVE SECURITY SERVICES LTD. All Employees Tous les salaries Men 8 6 8 22 2 Col 2 National (Canada) National (Canada) Total Number Nombre total Col 125 19 R 7 ₽ TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIÉS \$50,000 and over SALARY RANGES ECHELLES DE REMUNERATION \$12,500 - \$14,999 \$17,500-\$19,999 \$20,000 - \$24,999 825,000 - \$29,999 \$30,000 - \$39,999 \$40,000 - \$49,999 \$10,000 - \$12,499 \$15,000 - \$17,499 Under \$2,500 Mouns de \$2,500 \$2,500 - \$4,999 \$7,500 - \$9,999 \$5,000 - \$7,499 Name of Business. Location-Endroit

(MP-0) 84-01 941)

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaines (emporaires

Formulave 4 Partie A

OTHER BUSINESS SERVICES

industrial sector Branche d'activite

NOTE See instructions NOTA Voir instructions

Employment and Immigration Canada

Employet Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED\* RECRUTEMENTS . SALARIES PERMANENTS A TEMPS PLEIN\*

Women Col 12 151 150 Members of Visible Minorities Membres des minorites visibles Men Col 11 60 107 2 Total Number Nombre total 686 Coi 10 257 997 m Reporting Period: Periode de rapport Women Col 9 0 0 Personnes handicapees Men Hommes Col 8 Total Number Nombre total COI 7 Women 001 Aboriginal Peoples Autochtones Men Col S Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 Women 249 Col 3 8 0 0 EXECUTIVE SECURITY SERVICES LTD. All Employees Tous les salarres Men 157 Col. 2 2 Total Number Nombre total National (Canada) National (Canada) 424 406 Col. 1 2 12 3 TOTAL MUMBER OF EMPLOYEES HIRED MOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles semi-professionals and technicians Semi-professionnels of technicians Skilled crafts and trades workers. Travailleurs qualifies et artisans Service workers Employes du secteur des services Semi-skilled manual workers Travailleurs manuels specialises Sales workers Employés du secteur de la vente Other manual workers Autres travaileurs manuels Upper-level managers Cadres superieurs Clerical workers Employes de bureau Name of Business: Nom de l'entreprise Foremenwomen Contremaires Location-Endroit Professionals Professionnels Supervisors

190-61 0/R data

Use separate Parts for permanent part time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

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4 Partied

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PERMANENT PART.TIME EMPLOYEES HIREO" RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL"

19 89 Reporting Period. Periode de rapport. OTHER BUSINESS SERVICES industrial Sector Branche d'activite EXECUTIVE SECURITY SERVICES LTD. NOTE See instructions
NOTA Voir instructions
Name of Business.
Nom de l'entreprise

Province / Territory (specify)
Province / territoire (preciser)

National (Canada) National (Canada)

Lucation-Endroit

										Memory	Members of Visibie Minorities	pritties
		All Emolovees		4	Aboriginal Peoples	5	Pers	Personnes handicapees	2 3	Membr	Membres des minorites visibles	sapples
		Tous les salaries			Autochtones			N N	Women	Total Number	Men	Women
Occupational Groups	Total Number	Men	Women	Total Number Nombre total	Men	Women	Nombre total	Hommes	Femmes	Nombre total	Hommes	remmes
Categories professioninenes	Nombre total	HOMINES				fol 6	Cot 7	Col 8	Col 9	Cal 10	Col 11	70 17
	Col. 1	Col 2	Col 3	Col. 4	(0)	0						
Upper-level managers Cadres superreurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Seau-professionnels of technicians												-
Supervisors	11	10	-							5	0	-
Lorementwomen												
Clerical workers Employes de bureau												
Sales workers Employes du secteur de la vente												C
Service workers Employes du secteur des services	145	55	06							88	04	200
Skuled crafts and trades workers Travauleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels spécialises												
Other manual workers Autres travailleurs manuels												8
TOTAL MUMBER OF EMPLOYEES HIRED MOMBER TOTAL DE RECRUTEMENTS	156	99	91							107	48	200

180 C-061

Use separate Parts for permanent full-time and temporary employees

Unitser les saures parties pour les salarres permanents a temps pleun et les salarres temporarres

**Janadä** 

NOTA Voir instructions

Employment and Immigration Canada Employeet Immigration Canada

S Parte A Formulaire

PERMANENT FULL-TIME EMPLOYEES PROMOTED"
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PLEIN"

Women Col. 12 4 4 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted). Salaxies promus au cours de laquelle is ont ere promus an deriver). 19 89 Men Col 11 4 -4 Reporting Period: Periode de rapport. Total Number Nombre total Col 10 8 m æ OTHER BUSINESS SERVICES Women 6 100 Persons with Disabilities Personnes handkapees Men Col 8 Total Number Nombre total Industrial Sector Branche d'activite Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Men Col S Province / Territory (specify) Province / territoire (preciser) Total Number Nombre total Col 4 Women Col. 3 8 8 EXECUTIVE SECURITY SERVICES LTD. All Employees Tous les salanes Men Hommes 12 Col 2 12 12 Total Number Nombre total 20 National (Canada) National (Canada) 2 Col. 1 2 TOTAL MUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIÉS PROMUS 죈 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS MOMERE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels of techniciens Skilled crafts and trades workers Travailleurs qualifiés et artisans Employes du secteur des services Semi-skilled manual workers Travailleurs manuels spécialisés Employes du secteur de la vente Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Clerical workers Employes de bureau Name of Business. Foremenwomen Service workers Location-Endroit Professionals Professionnels Sales workers Supervisors

Employ

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL\*

Formulaire 5 Partie B

Women COI 12 0 0 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to writin or within which they have been last promoted). Salaives promis to write subject promose doverties to a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a sold see a s 19 89 Men Col 11 Reporting Period: Periode de rapport: Total Number Nombre total Col 10 OTHER BUSINESS SERVICES Women Col 9 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Industrial Sector Branche d'activite Col 7 Women Gol 6 Aboriginal Peoples Autochrones Men Hommes Col S Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col. 4 Women Col 3 EXECUTIVE SECURITY SERVICES LTD. All Employees Tous les salarres Men 6 Col 2 6 6 Total Number Nombre total National (Canada) National (Canada) Col. 1 10 9 9 TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIES PROMUS **E** Middle or other managers Cadres intermediaires et autres cadres Occupational Groups
Categories professionnelles TOTAL MUMBER OF PROMOTIONS MODBERE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionnels of technicians Shaked crafts and trades workers Travailleurs qualifies et artisans Service workers Employés du secteur des services Semi-skilled manual workers Travailleurs manuels specialisés Sales workers Employes du secteur de la vente Autres travailleurs manuels Other manual workers NOTA VOICINSTRUCTIONS Upper-level managers Cadres superieurs Clerical workers Employes de bureau Name of Business Nom de l'entreprise Forementation Contremaitres Lucation-Endroit **Professionnels** Professionals Supervisors

. Ler 1883 (9-46)

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaires permanents a temps plein et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIES PERMANENTS A TEMPS PLEIN\*

Form 6 Part A

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Hommes 0 1 2 N Total Number Nombre total 19 89 Col 10 3 m OTHER BUSINESS SERVICES Reporting Period: Periode de rapport: Women Col. 9 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activite: Col. 7 Women Col 6 Aboriginal Peoples Autochtones Men Col S Province / Territory (specify) Province / territoire (preciser). Total Number Nombre total Col. 4 Women Col 3 43 42 0 EXECUTIVE SECURITY SERVICES LTD. All Employees Tous les salarres Men 31 Col 2 4 56 -Total Number Nombre total National (Canada) National (Canada) 74 Col 1 68 2 8 Middle or other managers Cadres intermediaires et autres cadres TOTAL NUMBER OF EMPLOYEES TERMINATED MOMBRE TOTAL DE CESSATIONS DE FONCTIONS Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels of technicians Service workers Employes du secteur des services Skilled crafts and trades workers fravaileurs qualifies et artisans Semi-skilled manual workers Travaileurs manuels specialises Sales workers Employes du secteur de la vente Autres travailleurs manuels Other manual workers NOTA VOIC INSTRUCTIONS Upper-level managers Cadres superieurs Clerical workers Employes de bureau Name of Business: Nom de l'entreprise. Contremaitres Location-Endroit Professionals Professionnels Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

MP 3872 (9-86)

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIES PERMANENTS A TEMPS PARTIEL\*

OTHER BUSINESS SERVICES

Industrial Sector Branche d'activité

EXECUTIVE SECURITY SERVICES LTD.

NOTE See instructions

Name of Business Nom de l'entreprise

Form formulaire 6 Partie

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 68 61 Total Number Nombre total Col 10 Reporting Period Periode de rapport. Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total COI 7 Women Gol 6 Aboriginal Peoples Autochtones Men Hommes Col. 5 Province / Territory (specify) Province / territoire (preciser) Total Number Nombre total Col. 4 Women Col 3 0 23 All Employees Tous les salaries Men Col. 2 8 4 Total Number Nombre total National (Canada) Col. 1 4 27 Ø Middle or other managers Cadres intermediaires et autres cadres TOTAL MUMBER OF EMPLOYEES TERMINATED MOMBRE TOTAL BE CESSATIONS OF FONCTIONS Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels of technicions Service workers Employes du secteur des services Skilled crafts and trades workers travailleurs qualifiés et artisans Semi-skuled manual workers Travailleurs manuels specialisés Sales workers Employes du secteur de la vente Other manual workers Autres travailleurs manuels Upper-level managers Cadres superreurs Clerical workers Employes de bureau Foremenwomen . ocation-Endroit Professionals Professionnels Supervisors

Canadä

LIAP 3608 (5-86)

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaires permanents à temps plein et les salaires temporaires

Employ et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN\* Employment and Immigration Canada

Formulaire 2 Partie A. Page 1

Women . 5861 Col 13 Members of Visible Minorities Membres des minorites visibles Reporting Period.
Periode de rapport Men Col 12 Total Number Nombre total (01 11 Montreal Women Col 10 Designated CMA (specify)
RMR designee (preciser) Persons with Disabilities Personnes handicapees Men 6 100 OTHER BUSINESS SERVICES Total Number Nombre total Col 8 Women Col 7 industrial Sector Branche d'activité Aboriginal Peoples Autochtones Men 9 100 QUEBEC Total Number Nombre total 5 100 Province / Territory (specify) Province / territoire (preciser) Women Col 4 All Employees Tous les salaries Men Col 3 EXECUTIVE SECURITY SERVICES LTD. Total Number Nombre total Col 2 0 Quarter National (Canada) National (Canada) \$22,500-24,999 \$17,500-19,999 \$17,500-19,999 Top and bottom of salary range Maximum et minimum de l'echelle de remuneration \$22,500-24,999 \$22,500-24,999 22,500-24,999 Occupational Groups
Caregories professionnelles Middle or other managers Cadres intermedialres et technicians Semi-professionnels et Upper-level managers Cadres superieurs Semi-professionals and NOTE See INSTRUCTIONS
NOTA VOIL INSTRUCTIONS Name of Business. Foremen/women Location-Endroit Professionals Professionnels Contremaitres autres cadres Supervisors rechniciens

Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires

LEAP SOT IN-BALL

1 refers to the lowest salary quarter, 4 refers to the ingnest salary quarter. I represente les salaires du quart le mons eleve. 4 represente les salaires du quart le plus eleve :

Form 2 Part A. Page 2.

Employment and Immigration Canada Emploi et Immigration Canada

NOTA Voir instructions				All Employees		d	Aboriginal Feoples	~	Perso	Persons with Disabilities Personnes handicapees	ties	Member	Membres des manorites visibles	visibles
Occupational Groups	of salary range	Ouarter		Tous les salacres	Women	Total Number	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
Categories professionnelles		Quart	Nombre total	ноттея	remmes	NOMBIE 10181			9	0 100	00 10	Col 11	Col 12	Col 13
	remuneration		Col 2	Col 3	Col 4	Col 5	9 100	Col 7						
		a												
Clerical workers		m												
Employes de bureau		7												
											:			
C stor secondary		r m												
Employes du secteur de la		2											-	F
aluan		-	1		8							<del>\$</del> (	, 6	ત્ર.~
	¢47 Em 10 000	4	2.5	T V	30							2	7	,
Service workers	ecc's -mc'/1¢	m	2	•							-			
Employes du secteur des		7	•	-										
	\$12,500-14,222	-								-				
Skilled crafts and trades		4 "												
Travalleurs qualifies et		, ,						-						
artisans		-												
		4												
Semi-skilled manual workers		_ ′												
specialises		-												
		1					:							
Other manual workers		~												
Autres travailleurs manuels		~					-							
		-						_			_	43	•	क्र
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		ā	19	25							2		=
NOMBACIO		1	1 refers to the i	I refers to the lowest salary quarter, 4 refers to the highest salary quart le plus eleve	ter, 4 refers t	o the highest said	ary quarter les salaires du qu	art le plus eleve					٠٠,	z Dzuz
case 3671 (9-46) P.2		:	1 represente les	salaires du quar	r le moins ener								5	

Empior et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\* CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL\* Employment and Immigration Canada

Form formulaire 2 Partie B. Page 1

1916. Reporting Period: Periode de rapport

> OTHER BUSINESS SERVICES industrial Sector Branche d'activité

Designated CMA (specify)
RMR designee (preciser)

ä

Montreal

QUEBEC

Province / Territory (specify) .
Province / territoire (preciser)

ă

National (Canada)

Location-Endroit

EXECUTIVE SECURITY SERVICES LTD.

NOTE See instructions

Name of Business

Total Number Nombre total Women Persons with Disabilities Personnes handicapees Men Aboriginal Peoples Autochtones

Members of Visible Minorities Membres des minorites visibles

Men Col 12

Col 13

Col 11

Col 10

Col 9

Total Number Nombre total Col 8

Women C 100

Men Col 6

Total Number Nombre total

Women Col 4

Total Number Nombre total COI 2

Quarter

of salary range Maximum et minimum de l'échelle de remunération Top and bottom

Occupational Groups
Categories professionnelles

00

Col 3

All Employees Tous les salarres Men

Middle or other managers Cadres intermediaires et

santres cadres

Upper-level managers Cadres superieurs

2

\$10,000-12,499

Supervisors

technicians Semi-professionnels et rechniciens semi-professionals and

Professionals Professionnels

Use separate Parts for permanent full-time and temporary employees Utiliser es autres partes pour les salaires permanents a temps plein et les salaires temporaires \$10,000-12,499

Foremenwomen

Contremaitres

T.F. 5580 (9-80) P

Trefers to the lowest salary quarter. A refers to the highest salary quarter of up the effect of represente les salaires du quart le moins eleve. A represente les salaires du quart le plut effect.

Formulaire 2 Partie B. Page .

Employment and immigration Canada Emploret Immigration Canada

	Top and bottom		Te	All Employees Fous les salaries		QT	Appriginal Peoples Autochtones	2	Perso	Personnes handicapees	Pes	Membres	Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Maximum et minimum de	Quarter	Total Number Nombre total	Men	Women	Tutal Number -	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women Femmes
	remuneration		6 103	2013	Cot 2	5.4.5	9 (0)	Col 7	(018	(o)	Col 10	(OI 11	Col 12	Col 13
	[0]	4												
Cierical workers Employes de bureau		m c							:				:	
		4.0												
Employes du secteur de la		n ~								:		1		1.
vente												15	80	7
Part of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control o	\$12,500-14,999	4 "	8 4	<u>-</u> 9	y 0							72 5	9.0	5 و
Employes du secteur des		1 1	4.	2.0	2,							4	22	2
Services	\$ 5,000- 7,499		9	77	7									:
Skilled crafts and trades		4 ~												
revaileurs qualifies et		, 7												
artisans		-												
Community liked manual workers		4 ~			: :									
Travailleurs manuels		7												
specialises		-												
		4												
Other manual workers		~												
		7		:		:								
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		89	रु	ঙ্গ							46	18	88
MOMBRE TOTAL DE SALANIES	DE SALAMIES		3										•	400

Employment and Immigration Canada Emploret Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN\*

NOTE. See instructions
NOTA. Voir instructions
Name of Business
Nom de l'entreprise

Form 3 Part A Formulaire 3 Partie A

OTHER BUSINESS SERVICES

industrial Sector Branche d'activité

Women Col 12 34 34 Members of Visible Minorities Membres des minorites visibles Men Col 11 6 1989. Total Number Nombre total Col 10 Reporting Period: Periode de rapport: 43 43 Women 6 loo Personnes handicabees Men Col 8 Total Number Nombre total Col 7 Women QUEBEC Col 6 Aboriginal Peoples Autochtones Men Province / Territory (specify)
Province / territoire (preciser) Col 5 Total Number Nombre total Col 4 Women 84 84 Col 3 EXECUTIVE SECURITY SERVICES LTD. All Employees Tous les salaries Men Hommes 19 Col. 2 2 16 -National (Canada) Total Number Nombre total 103 100 Col 1 2 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES \$70,000 et plus \$40,000 - \$49,999 \$50,000 - \$69,999 \$30,000 - \$34,999 \$35,000 - \$39,999 SALARY RANGES ECHELLES DE REMUNERATION \$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999 \$25,000 - \$27,499 \$27,500 - \$29,999 \$10,000 - \$14,999 \$15,000 - \$17,499 Under \$10.000 Location-Endroit

(98-6) 8981 (8-97)

Use separate Parts for permanent part-time and temporary employees
Uniter les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL"

Form 3 Part B

Women Col 12 9 9 28 c, Members of Visible Minorities. Membres des minorites visibles Men Col 11 8 14 2 2 19 84. Total Number Nombre total Col 10 Reporting Period Periode de rapport 46 8 2 OTHER BUSINESS SERVICES 4 Women 6 100 Persons with Disabilities Personnes handicapees Men Col 8 Industrial Sector Branche d'activité Total Number Nombre total CO1 7 Women QUEBEC 9 100 Aboriginal Peoples Autochtones Men Province / Territory (specify)
Province / territoire (preciser) Col S Total Number Nombre total Col 4 X Women Col 3 e 12 19 EXECUTIVE SECURITY SERVICES LTD. All Employees Tous les salaries Men Col 2 24 e 2 19 National (Canada) National (Canada) Total Number Nombre total Col 9 14 38 TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES \$50,000 and over SALARY RANGES ECHELLES DE REMUNERATION \$30,000 - \$39,999 \$40,000 - \$49,999 \$17,500 - \$19,999 \$20,000 - \$24,999 \$10,000 - \$12,499 \$12,500 - \$14,999 \$15,000-\$17,499 \$25,000 - \$29,999 Under \$2,500 Moins de \$2,500 \$2,500 - \$4,999 \$5,000 - \$7,499 87,500 - \$9,999 NOTE See instructions NOTA Voir instructions Name of Business Nom de l'entreprise Location-Endroit

Canadä

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Use separate Parts for permanent full-time and temporary employees Utiliser is sautres parties pour les salaries permanents a temps plein et les salaries temporaries

Employment and Imm gration clandus - employed immoration dunada

PERMANENT FULL-TIME EMPLOYEES HIRED\*
RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PLEIN\*

NOTE See instructions
NOTA Voir instructions

Formulaire A Partie A

Women Col 12 34 34 Members of Visible Minorities Membres des minorites visibles Men Col 11 9 9 19 4. Total Number Nombre total Col 10 44 44 Reporting Period Periode de rapport OTHER BUSINESS SERVICES Women Col 9 Persons with Disabilities Personnes nandicapees Men COI 8 Total Number Nombre total Branche d'activite Col 7 Women Col 6 Apprignal Peoples Autochtones Province / Territory (specify: QUEBEC Men Col 5 Total Number Nombre total Col 4 Women Col 3 95 88 Œ All Employees Tous les salarres Men 20 24 EXECUTIVE SECURITY SERVICES LTD. Col 2 2 National (Canada) Total Number Nombre total 108 Col 6 TOTAL NUMBER OF EMPLOYEES HIRED MOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travadleurs manuels specialises Sales workers Employes du secteur de la vente Other manual workers Autres travailleurs manuels Upper-level managers Ciercal workers Employes de bureau Name of Business Cadres superieurs Contremantes Cotton-Endroit Professionals Professionnels Supervisors

Employment and Immigration Canada Emplor et Immigration Canada

Form A Parie B

19 861 OTHER BUSINESS SERVICES Reporting Period Periode de rapport PERMANENT PART-TIME EMPLOYEES HIRED\*
RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL\* industrial Sector Branche d'activite EXECUTIVE SECURITY SERVICES LTD.

VOLE See instructions NOLA Voir instructions Name of Business Lucation-Endroit

uncation-Endroit	National (Canada) National (Canada)		Provinc	Province / Territory (Specify) Province / territoire (preciser)	ONEBEC	BEC			Periode de rapport	port 1		
		All Employees			Aboriginal Peoples	2	Pers	Personns with Disabilities Personnes nandicapees	ies ees	Метр	Members of Visible Minorities Membres des minorites visibles	orities
Occupational Groups	Total Number	Tous les salaries	Women	Total Number	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col 2	Col 3	Col 4	Col S	6 to 6	(oi 7	Col 8	6 IO)	Coi 10	Col 11	Col 12
Upper-level managers Cadressuperieurs												
Middle or other managers Ladres intermediaires et autres cadres												
Professionals Professionnels												
Nemi-professionals and technicians												
Supervisors	2	2	0									
Loremenwomen												
Clerkal workers Employes de bureau												
Sales workers Employes du secteur de la vente												
Service workers Employes du secreur des services	65	25	40							46	18	28
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels specialises												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED MOMER TOTAL DE RECRUTEMENTS	29	27	40							46	18	28
199-53 DRRE -199-1	Use separate P.	arts for permanen es parties pour les	it full-time and to	use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps piein et les salaries temporaires	s et les salaries tem	poraires						Canada

Use separate Parts for permanent full-time and temporary embloyees.
Utiliser les autres partes pour les salaires permanents a remps piern et les salaires temporaires

Form . 6 Part A

Employment and immigration Canada Emploi et Immigration Canada

19861 OTHER BUSINESS SERVICES Reporting Period: Periode de rapport: PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS : SALARIES PERMANENTS A TEMPS PLEIN\* Industrial Sector: Branche d'activite. QUEBEC Province / Territory (specify)
Province / territoire (preciser) — EXECUTIVE SECURITY SERVICES LTD. NOTA Voir instructions
NOTA Voir instructions
Name of Business
Nom de l'entreprise

Ħ

National (Canada)

Lucation-Endroit

		All Employees		`	Aboriginal Peoples	22	Pers	Persons with Disabilities Personnes handicapees	e e	Memb	Members of Visible Minorities  Membres des minorities visibles	orities rsibles
		Tous les salaries			AUGUILORES							
Occupational Groups Categories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
		6 103	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	6 lo)	Col 10	Col 11	Col 12
	100	1 5										
Upper-level managers Cadres superieurs												
Middle or other managers Cadresintermediaires et autres cadres												
Professionals Professionnels												
hemi-professionals and technicians Semi-professionnels of technicians												
Supervisors	-	-	0									
Contrementes												
Liencal workers Employes de bureau												
Sales workers Employes du secteur de la vente												
Service workers Employes du secteur des services	15	4	=							-	-	0
Spulled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels specialises												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED MOMERE TOTAL DE CESSATIONS DE FONCTIONS	16	5	11							-	-	0

Use separate Parts for permanent partsime and temporary employees.

Utiliser is autres parties pour les salaires permanents a temps partiel et les salaires temporaires.

Empror et Immigration Canada Employment and immortation Canada

NOTA Voir instructions

Name of Business Nom de l'entreprise

Partie B

9

Lorm.

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIES PERMANENTS A TEMPS PARTIEL\* industrial Sector Branche d'activite

OTHER BUSINESS SERVICES

Women Col 12 Members of Visible Minorities
Membres des minorites visibles Men Hommes (11 107 13 861 Total Number Nombre total Col 10 Reporting Period Periode de rapport Women 6 100 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Col 7 Women Gol 6 QUEBEC Apprignal Peoples
Autochtones Men Col 5 Province / Territory (specify: Province / territoire (preciser) Total Number Nombre total Col 4 Women Col 3 9 9 X EXECUTIVE SECURITY SERVICES LTD. All Employees Tous les salaries Men Col 2 e Total Number Nombre total National (Canada) Col 1 ó 6 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED MONIMARE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels of Technicians Skilled crafts and trades workers Travailleurs qualifies et artisans Service workers Employes du secteur des services Semi-skilled manual workers Travailleurs manuels specialises Sales workers Employes du secteur de la vente Other manual workers Autres travailleurs manuels ripper-level managers Liurical workers Employes de bureau Contremaitres LUCATION-Endroit Professionnels Professionals Supervisors

Use separate Parts for permanent full-time and temborary emblowees Utiliser les autres parties pour les salaires permanents à tembs piein et les salaires femboraires

CORPORATE PROPERTY



Emploi et Immigration Canada

Employment and Immigration Canada

Formulaire 2 Parte A. Page 1

Women Col 13 1- 661 Members of Visible Minorities Membres des minorités visibles 0 20 Reporting Period: Periode de rapport Men Col 12 222 Total Number Nombre total 11 103 245 Designated CMA (specify) Toronto RMR designee (preciser) Women Col 10 Persons with Disabilities Personnes handicapees Men 6 100 OTHER BUSINESS SERVICES Total Number Nombre total OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN\* Col 8 Women Col 7 industrial Sector Branche d'activité Aboriginal Peoples Autochtones Men 9 100 ONTARIO Total Number Nombre total Col 5 Province / Territory (specify)
Province / territoire (preciser) Women Col 4 4: 63 All Employees Tous les salaries Men Col 3 EXECUTIVE SECURITY SERVICES LTD. Total Number Nombre total 8 Col 2 2:0:1 Quart National (Canada) 4 m \$20,000-22,499 \$20,000-22,499 Top and bottom of salary range Maximum et minimum de l'echelle de remuneration \$35,000-39,999 \$22,500-24,999 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et NOTE See instructions NOTA Voir instructions Semi-professionals and technicians Semi-professionnels et Upper- level managers Cadres superieurs Name of Business. Foremenwomen Location-Endroit Professionals Professionnels autres cadres Supervisors

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Contremaitres

Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salaires permanents a temps partiel et les salaries temporaires

Trefers to the lowest salary quarter. A refers to the highest salary quarter. I represente les salaires du quart le plus eleve. A represente les salaires du quart le plus eleve. :



Form Formulaire 2 Parties, Page 2

Employment and immigration Canada Emploi et Immigration Canada

NOTA Voir instructions	Top and bottom		1	All Employees Tous les salaries		Ac	Appriginal Peoples Autochtones	\$	Perso	Personnes handicapees	ees	Membre	s Oes	Atembres des minorites visiones
Occupational Groups	u .	Quarter	_	Men	Women	Total Number	Men	Women	Total Number Nombre total	Men Hommes	Femmes	Nombre total	-	Hommes
		Ouer	Mombre total	nomines			9 173	Cot 7	Col 8	Col 9	Col 10	(0) 11	٦	Col 12
	Col 1		Col 2	Col 3	Col 4	Col 5	0 100							
Sid Association (	\$17,500-19,999	∢ ~	+		-					1				
Employes de bureau	\$17 FM-19,999	7			;									
Calac anothers		4 w												
Employes du secteur de la vente		~ -							-	-		110		85
Service WORKers	\$17,500-19,999	4 W	ध्रुः	£ 03	æ ૠ							84 .		89
Employes du secteur des services	\$12,500-14,999	7 1	-		-							-		
Skalled crafts and trades workers Travaileurs qualifies et		4 W V												
artisans		- 4												
Semi-skilled manual workers Travailleurs manuels specialises		E 4-												
Other manual Workers		4 m												
Autres travailleurs manuels		~-										888	8	١.
TOTAL NUMBER OF EMPLOYEES	TOTAL NUMBER OF EMPLOYEES		622	112	127				-	-		*H2	-	

I reters to the lowest salary quarter: 4 refers to the inginest salary quanter in plus eleve in represente les salaires du quant le moins eleve. 4 represente les salaires du quant le moins eleve. 4 represente les salaires du quant le moins eleve.

Trefers to the lowest salary quarter. 4 refers to the higness salary quarter: I represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Employ et Immigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES\* CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL\*

Formulaire 2 Partie B, Page : Reporting Period: Periode de rapport: Designated CMA (specify) Torrortto OTHER BUSINESS SERVICES 8 industrial Sector Branche d'activité ONTARIO Province / Territory (specify)
Province / territoire (preciser) EXECUTIVE SECURITY SERVICES LTD.

Location-Endroit

NOTE See instructions NOTA Voir instructions

Name of Business Nom de l'entreprise

Women Members of Visible Minorities Membres des minorites visibles Men Col 12 Total Number Nombre total Col 11 mo Women Col 10 Persons with Disabilities Personnes handicapees Men 6 100 Total Number Nombre total Col 8 Women Col 7 Aboriginal Peoples Autochtones Men 9 100 Total Number Nombre total Col 5 Women Col 4 All Employees Tous les salaries Men Col 3 Total Number Nombre total C | 0 Quarter National (Canada) \$10,000-12,499 \$12,500-14,999 Top and bottom of salary range Maumum et minmum de l'echelle de remuneration (0) Occupational Groups Caregories professionnelles Middle or other managers. Cadres intermediaires et Semi-professionals and Semi-professionnels et rechnicens Upper-level managers Cadres superieurs -огетеплиотел Professionals Professionnels autres cadres Supervisors technicians

Use separate Parts for permanent full-time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires \*

Confrematires

LSP 5886 (9-86)

Canada

Formulaire 2 Partie B. Page 2

Canadä Women Col 13 Members of Visible Minorities Membres des minorites visibles 83 9000 Men Col 12 12 80 V 4 K Total Number Nombre total Col 11 FB. Women Col 10 Persons with Disabilities Personnes handicapees Men 6 10) Total Number 8 10) Col 7 Aboriginal Peoples Autochtones Men Total Number Nombre total Women ® £ 9 8 Cold প্ত All Employees Tous les salaries Men Col 3 8 Total Number Nombre total Cot 2 83 4 c 4 t Quarter Top and bottom of salary range Maximum et minimum de l'ethelle de remunestron \$12,500-14,999 \$ 5,000- 7,499 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES Semi-skilled manual workers Travailleurs manuels specialises Occupational Groups Categories professionnelles Other manual workers Autres travaileurs manuels Sales workers Employes du secteur de la Service workers Employes du secteur des Skilled crafts and trades workers Travailleurs qualifies et artisans NOTE. See instructions NOTA Voir instructions Ciercas workers Employes de bureau

Trepressorie les salaires du quarter. A réfers to the nignest salairy quarter in epius éleve : I represente les salaires du quart le moins éleve. A répresente les salaires du quart le moins éleve.

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Employment and Immoration Canada Employet Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN\*

NOTE See instructions NOTA Voir instructions

3 Part A

Form

Women Col 12 40 69 116 Members of Visible Minorities Membres des minorites visibles Men Cot 11 86 47 51 1. 161 Total Number Nombre total OTHER BUSINESS SERVICES Reporting Period: Periode de rapport: Col 10 214 116 26 -Women Col 9 Persons with Disabilities Personnes handicapees Men Col B industrial Sector Branche d'activité. Total Number Nombre total Col 7 Women Col 6 ONTARIO Aboriginal Peoples Autochtones Province / Territory (specify)
Province / territoire (preciser) Men COI 5 Total Number Nombre total Col 4 夏 Women 12 8 0 0 Col. 3 46 0 EXECUTIVE SECURITY SERVICES LTD. All Employees Tous les salaries Men Col 2 112 9 48 2 National (Canada) 0 Total Number Nombre total 2 239 128 Col 1 106 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES \$70.000 and over SALARY RANGES ECHELLES DE REMUNERATION \$15,000 - \$17,499 \$20,000 - \$22,499 \$35,000 - \$39,999 \$40,000 - \$49,999 \$50,000 - \$69,999 \$10,000 - \$14,999 \$17.500 - \$19.999 \$22,500 - \$24,999 \$30,000 - \$34,999 Under \$10.000 \$25,000 - \$27,499 \$27,500 - \$29,999 Name of Business. Nom de l'entreprise Location-Endroit

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a Temps partiel et les salaries. Temporaires

EXECUTIVE SECURITY SERVICES LTD.

NOTA Voir instructions Name of Business Nom de l'entreprise

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OTHER BUSINESS SERVICES

Industrial Sector Branche d'activité SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL\*

Col 1	Location-Endroit	National (Canada)	Canada) Canada)	□	Province : Territoire (preciser) Province : Territoire (preciser)	ire (preciser)	UNIAKIO						
Total Number   Total Number   Total Number   Total Number   Total Number   Total Number   Total Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Number   Numb			All Employees			Apportginal People	3	Pers	ons with Disabilit	ies	Memb	ers of Visibie Min	orities
Nombre total         Homnes         Fermines         Fermines         Fermines         Fermines         Col 1         Co	SALARY RANGES	To de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la constante de la const	Tous les salaries	Women	Total Number	Men	Women	Total Number	Men		Total Number	Men	Women
Col 1     Col 2     Col 3     Col 4     Col 5     Col 6     Col 7     Col 7     Col 7     Col 7     Col 9     S     Col 7     Col 9     S     Col 9     S     Col 9     S     Col 9     S     Col 9     S     Col 9     S     Col 9     S     Col 9     S     Col 9     S     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9     Col 9 <t< th=""><th>REMUNERATION</th><th>Nombre total</th><th>Hommes</th><th>femmes</th><th>Nombre total</th><th>ноттег</th><th>remmes</th><th>Nombre total</th><th>8 70</th><th>6 700</th><th>Coi 10</th><th>(OI 11</th><th>Cot 12</th></t<>	REMUNERATION	Nombre total	Hommes	femmes	Nombre total	ноттег	remmes	Nombre total	8 70	6 700	Coi 10	(OI 11	Cot 12
9       5       4       9       5         18       7       11       9       5         29       16       13       16       1         3       2       3       2       1         3       2       3       2       1         4       1       1       1       1       1         5       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1		Col 1	Col 2	Cot 3	(0) 4	Col 5	GOI 6	(10)					
9       5       4       9       5         18       7       11       15       4       1         29       16       13       2       16       1         3       2       1       3       2       1         4       1       3       2       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1													
18       7       11       9       5         29       16       13       15       4       1         3       2       1       3       2       16       1         1       3       2       1       3       2       1         1       4       1       3       2       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1	\$2,500 - \$4,999												
18       7       11       15       4       1         29       16       13       2       16       1         3       2       1       3       2       1         1       2       1       3       2       2         2       3       2       3       2       2         3       4       1       3       2       2         4       1       3       2       2       2         5       20       20       20       20       20	\$5,000 - \$7,499	6	5	4							6	2	4
29       16       13       28       16       11         3       2       1       3       2       1         1       1       1       3       2       1         1       1       1       1       1       1         1       1       1       1       1       1       1         1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1	\$7,500 - \$9,999	18	7	=							15	4	=
3       2       1       3       2         1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1	\$10.000 - \$12,499	53	16	13							28	16	12
59 30 29 S S S S S S S S S S S S S S S S S S	\$12,500 - \$14,999	3	2	-							3	2	-
59 30 29 S5 S7	\$15,000 - \$17,499												
59       30       29       55       27	\$17,500 - \$19,999							1					
59 30 29 55 27	\$20,000 - \$24,999												
59 30 29 55 27	\$25,000 - \$29,999												
59 30 29 55 27	\$30,000 - \$39,999												
59 30 29	\$40,000 - \$49,999												
59 30 29	\$50,000 and over												5
	TOTAL MUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES	59	30	59							55	/2	97

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Employment and term dratics. Canada. Employer immigration Canada.

PERMANENT FULL-TIME EMPLOYEES HIRED\*

RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PLEIN\*

4 Partie A

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Members of Visible Minorities OTHER BUSINESS SERVICES Reporting Period Periode de rapport Persons with Disabilities industrial sector Branche d'activite ONTARIO Province - Territory (specify Province | territoric (preciser) EXECUTIVE SECURITY SERVICES LTD. National (Canada) NOTA VOICINSTRUCTIONS Name of Business. Lickation-Endroit

		All Employees		1	Appriginal Peoples	•	Pers	Personnes nandicapees	es	Метр	Membres des minorites visibles	visibles
Occupational Groups	Total Number	Men	Women	Total Number	Men	vvomen	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
	Nombre total	Col 2	Col. 3	Col 4	Col 5	Col 6	Col 7	Col 8	6 103	Col 10	Col 11	Col 12
upper-level managers Cadres superieurs	2	2	0									
Middle or other managers Cadres intermedialies et autres cadres	-	-	0									
Professionals Professionnels												
Semi-professionals and technicians												
Supervisors	3	2	-							т.	2	-
Furemenwomen Contrematites												
Clerical workers Employes de bureau	-		-						4			
Sales workers Employes du secteur de la vente												
Service workers Employes du secteur des services	290	134	156				-	-	0	213	97	116
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travaileurs manuels specialises												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED MOMBRE TOTAL DE RECRUTEMENTS	297	139	158				-	-	0	216	66	117
	0	TOOC MAN AND AND AND AND AND AND AND AND AND A	The amilities	semander partitions and remoorary employers	ŭ,							10.0

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED\*
RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL\*

4 Parts rormulaire

Women Col 12 27 Members of Visible Minorities Membres des minorites visibles Men Col 11 19 8 Total Number Nombre total 1-361 Col 10 OTHER BUSINESS SERVICES 6 46 Reporting Period Periode de rapport Women Col 9 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Branche d'activite Col 7 Women Goi 6 ONTARIO Aboriginal Peoples Autochtones Men Col 5 Province - Territory (specify, Province / territoire (preciser) Total Number Nombre total Col 4 Women Col 3 45 × All Employees Tous les salarres Men EXECUTIVE SECURITY SERVICES LTD. Col 2 27 8 Total Number Nombre total National (Canada) Col 1 72 6 Middle or other managers Ladres intermediaires et autres cadres Occupational Groups Categories professionnelles semi-professionals and technicians Semi-professionnels et rechniciens Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Sales workers Employes du secteur de la vente Autres travailleurs manuels NOTE See instructions
NOTA Voir instructions Upper-level managers Other manual workers Name of Business Nom de l'entreprise Clerical workers Employes de bureau Cadres superieurs Lucation-Endroit Contremattres Professionals Professionnels Surveillants

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps piein et les salaries temporaires 8 TOTAL NUMBER OF EMPLOYEES HIRED MOMBRE TOTAL DE RECRUTEMENTS

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27

55

NOTE See instructions NOTA Voir instructions

Name of Business.

Emploi et Immigration Canada Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIES PERMANENTS A TEMPS PLEIN\*

Form S Part A Formulaire 5 Partie A

OTHER BUSINESS SERVICES

Women Col 12 4 4 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted Salaries promise a laquelle ou a l'interieur de laquelle is ont ere promusen derner? 1934 Men Col 11 4 4 Reporting Period: Periode de rapport. Total Number Nombre total Col 10 8 m æ Women Col. 9 Persons with Disabilities Personnes handicapees Men Col. 8 Total Number Nombre total Industrial Sector Branche d'activite Col. 7 Women Gol 6 ONTARIO Apprignal Peoples Autochtones Men Col S Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 Women Col. 3 œ æ ω All Employees Tous les salarres Men 12 2 Col 2 12 EXECUTIVE SECURITY SERVICES LTD Total Number Nombre total National (Canada) Col. 1 20 20 20 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS vemi-professionals and technicians Semi-professionnels et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises Employes du secteur de la vente Travailleurs qualifies et artisans Autres travailleurs manuels Other manual workers Upper-level managers Ciercal workers Employes de bureau Nom de l'entreprise Cadres superieurs Confrematres Lucation-Endroit **Professionnels** Sales workers Professionals Supervisors

**Sanada** 

Employment and immigration Canada Employet Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL\*

Form formulaire 5 Partie B

19 3.1 Reporting Period Periode de rapport OTHER BUSINESS SERVICES Industrial Sector Branche d'activité ONTARIO Province / Territory (specify)
Province / territoire (preciser) Ħ EXECUTIVE SECURITY SERVICES LTD. National (Canada) NOTE See INSTRUCTIONS NOTA VOIL INSTRUCTIONS

Name of Business
Nom de l'entreprise

Lucation-Endroit

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Employment and Immigration Canada Employet Immigration Canada

CESSATIONS DE FONCTIONS SALARIES PERMANNETS TEMPS PLEIN\*

NOTE See INSTITUCTIONS

Form formulaire 6 Part A

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PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIES PERMANENTS A TEMPS PARTIEL\*

formulaire 6 Partie 8

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### **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

### LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



HONGKONG BANK OF CANADA BANQUE HONGKONG DU CANADA

9043

Canadä<sup>\*</sup>

<sup>a</sup> Minister of Supply and Services Canada 1990 Ministre des Approvisionnements et Services Canada 1990

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# EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

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COMMON OR BUSINESS NAME HONGKONG BANK OF CANADA	MAILING ADDRESS 885 WEST GEORGIA STREET VANCOUVER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY MYRA THOMSON	POSITION TITLE MANAGER, H.R.	GEOGRAPHICAL AREAS	MONIREAL REGINA TORONTO	VANCOUVER	MPORARY ES TOTAL EMPLOVEES IN CANADA	EPORT IS TRUE AND ACCURATE IN EVERY DESPECT,	Vice President, daman Resources
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NAME OF EMPLOYER	ADDRESS	OFF I CERS	POSITION	INDUSTRIAL	SECTOR(S)		EMPLOYMENT STATUS CATEGORIES		

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Vice President, Strategic Development

# EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

COMMON OR BUSINESS NAME HONGKONG BANK OF CANADA MAILING ADDRESS 885 WEST GEORGIA STREET VANCOUVER NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	POSITION TITLE TELEPHONE NBR MANAGER, H.R. 604-641-1867	GEOGRAPHICAL EDMONTON AREAS HALIFAX AND TREAL FORDING 204 VANCOUVER 1,518 WINNIPEG	F TEMPORARY  LOYEES TOTAL EMPLOYEES -1N CANADA  LOYEES TOTAL EMPLOYEES -1N CANADA  LOYEES TOTAL EMPLOYEES -1N CANADA  LOYEES TOTAL EMPLOYEES -1N CANADA  CONSTITUTION BEHALF OF HONGONG BANK OF CANADA  THAT  SIGNATURE  Vice President Human Resources
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Vice President, Strategic Development

### EXECUTIVE SUMMARY

The Hongkong Bank of Canada is a federally regulated financial organization, which during 1989 also operated under the name of Bank of British Columbia, a division of Hongkong Bank of Canada, and Marine Midland Bank, a division of Hongkong Bank of Canada. Also included is our analysis of 27 employees of Wardley Canada Ltd., a member of The Hongkong and Shanghai Banking Corporate Limited operation.

As reported in our Employment Equity submission for 1988, the Hongkong Bank of Canada acquired Midland Bank of Canada, a Scheduled II Bank involved primarily in corporate banking during 1988. The salaries of the employees in this group were on average higher than Hongkong Bank of Canada employee salaries, and with the passing of time, this distortion is now working its way through the system. In respect to future reports, it should be borne in mind that the Hongkong Bank of Canada has, during 1990, acquired the operations of Lloyds Bank Canada, which will significantly increase the number of employees included in the report, and cause significant change in the overall mix of employees in the report. This matter is highlighted at this time, to assist your offices in assessing the report for 1990 and future years.

The following is a summary of the Bank's achievements in Employment Equity over the past 2 years.

- All employment advertising indicates we are an equal opportunity employer.
- We have participated actively in Access Awareness Week.
- Head Office has physical layout to accommodate handicapped employees, so too do many of our branches.
- A committee was formed in 1990 with C.E.I.C. to help improve the Employment Equity initiatives in the Bank.
- We have developed good relationships with the following groups to obtain employee referrals of designated candidates:
  - Polaris
  - A.I.M. Care
  - Lift Institute
  - Workers' Compensation Rehabilitation Program
  - Counselling Resource Centre
- Human Resources recruitment staff have their business cards printed in Braille.
- The Bank has the objective to improve the designated group representation within our workforce, and where appropriate, promote and hire designated groups.

- We have developed a corporate policy on Employment Equity and have communicated this policy to all employees.
- We received an initial 86% participation rate for self identification in 1986, and have maintained that rate for all new employees. Our current method of payment enrollment requires employees to consider completion identifying themselves as one of the four areas within Employment Equity requirements.
- We have developed a computer system to ensure all Employment Equity information is updated to ensure accurate response in our annual reporting.
- We have undertaken a concerted effort to improve our position with respect to promotion of women executives and results of this are starting to be realized.

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

FORM 2 PART A PAGE 1 INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 DESIGNATED CMA X\_NATIONAL (CANADA) \_\_PROVINCE/TERRITORY HONGKONG BANK OF CANADA LOCATION

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

FORM 2 PART A PAGE 2

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

FORM 2 PART B PAGE 1

INDISTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

PAGE

PART

FORM 2

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NUMBER OF EMPLOYEES

TOTAL

OCCUPATIONAL GROUPS; TEMPORARY EMPLOYEES

FORM 2 PART C PAGE 1

INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 \_DESIGNATED CMA X NATIONAL (CANADA) \_\_PROVINCE/TERRITORY \_ HONGKONG BANK OF CANADA LOCATION

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OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES

FORM 2 PART C PAGE 2

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

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SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES

FORM 3 PART A

HONGKONG BANK OF CANADA	ADA		INDUSTRIA	L SECTOR:	CHARTERE	D BANKS A	ND OTHER	BANK I NG-T	YPE INTER	REPORTII	INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	1989
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SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 FORM 3 PART B

HONGKONG BANK OF CANADA			INDUSTRIA	L SECTOR:	CHARTERE	D BANKS A	ND OTHER	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	'PE INTER	REPORTIN		1989
LOCATION X_NATIONAL (CANADA)	(CANADA)	PROV	_PROVINCE/TERRITORY	I TORY								
SALARY RANGES	TOTAL COL 1	EMPLOYEES MEN V	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	LITIES WOMEN COL 9	VISIB TOTAL COL 10.	VISIBLE MINORITIES TOTAL MEN WON COL 10. COL 11 COL	WOMEN WOMEN COL 12
UNDER - \$2.499	0	0	o	0	a	0	0	a	d.	a	a	9
\$2,500 - \$4,999	0	a	a	o	0	0	0	0	d	0	a	
\$5,000 - \$7,499	0	d	0	0	O	a	a	0	0	0	0	
\$7.500 - \$9.999	33	3	30	0	d	0	0	0	o	80	2	
\$10.000 - \$12.499	61	2	59	-	0	-		0	-	80	2	
\$12,500 - \$14,999	7	0	7	-	0	-		o	-	-	O	
\$15,000 - \$17,499	ħ	0	7	0	0	0	0	0	0	0	0	
\$17.500 - \$19.999		0	-	q	a	0	0	0	0	0	0	
\$20,000 - \$24,999	2	0	2	0	d	0	0	d	0	0	0	
\$25,000 - \$29,999	2	-	-	0	0	0	0	0	d	0	d	
\$30,000 - \$39,999	0	9	0	0	а	0	0	0	0	0	O	
. 666'645 - 000'048	0	d	0	0	0	O	0	0	0	0	0	
\$50,000 - AND OVER	0	0	0	0	a	a	0	0	0	C	9	
TOTAL NUMBER EMPLOYEES	110	9	104	2	0	2	2	0	2	17	4	1

SALARY SUMMARY : TEMPORARY EMPLOYEES

FORM 3 PART C

1989	
TER REPORTING PERIOD	
USTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE IN	
INDUSTRIAL SEC	PROVINCE/TERRITORY
	(CANADA)
HONGKONG BANK OF CANADA	X_NATIONAL
HONGKONG B	LOCATION

	ALI	FMPI OYFFS	S	ABOR	IGINAL PE	OPLES	PERSONS	W/ DISAB	ILITIES	VISIA	BLE MINOR	TIES
SALARY RANGES	TOTAL COL 1	MEN COL 2	WOMEN COL 3	TOTAL COL 4	TOTAL MEN WOME	WOMEN COL 6	TOTAL COL 7	TOTAL MEN WOMEN	WOMEN COL 9	TOTAL COL 10	TOTAL MEN WOMEN COL 10 COL 11 COL 12	WOME COL 1
UNDER - \$2,499	201	27	174	-	a		0	0	0	47	12	35
\$2,500 - \$4,999	130	17	113	0	0	0	0	0	0	41	4	37
\$5,000 - \$7,499	104	12	92	0	0	0	0	0	d	29	2	27
87,500 - 89,999	91	7	84	0	0	a	0	d	o	. 17	67	
\$10,000 - \$12,499	54	-	53	-	0	-	0	0	0	5	0	
\$12,500 - \$14,999	49	4	45	0	0	0	0	0	0	10	3	
\$15,000 - \$17,499	80	0	80	0	0	0	0	0	o	2	O	
\$17,500 - \$19,999	2	0	2	-	0	-	0	0	0	0	0	
520,000 - 524,999	3		2	0	0	0	0	0	0	0	0	
\$25,000 - \$29,999	0	0	0	a	a	0	0	d	0	0	a	
\$30,000 - \$39,999	0	0	0	0	0	0	0	0	0	0	a	
840,000 - 849,999	a	0	0	0	0	0	0	0	d	0	0	
S50,000 - AND OVER	0	0	0	0	0	0	0	0	0	0	0	
TOTAL MIMBER FMBI OVERS	KAID	09	573	cr	C	cr	C	c	C	151	пс	721
TOTAL NUMBER EMILLOTLES	0 1 1	60	212	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1							7 1 1	7

# PERMANENT FULL-TIME EMPLOYEES HIRED

FORM 4 PART A

HONGKONG BANK OF CANADA

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989

HONGKONG BANK OF CANADA												
I DCATION X NATIONAL	(CANADA)	PROV	PROVINCE/TERRITORY	ITORY			1					
TIONAL		ш О	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOMEN COL 4 COL 5 COL 6	WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	VOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES  TAL MEN WON  TO COL 11 COL	TIES WOMEN COL 12
UPPER-LEVEL MANAGERS	9	9	0	0	0	0	d	0	d	7	7	q
MIDDLE OR OTHER MANAGERS	65	35	30	0	a	0	0	o	9	26	14	12
PROFESSIONALS	6	7	2	0	0	a	-	-	a	5	8	2
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	a	0	a	0	0	a	0	0	a	a	q
FOREMEN/WOMEN	0	0	d	0	0	0	0	0	0	0	d	9 ;
CLERICAL WORKERS	252	23	229	2	o	2	2	-		71	αc	63
SALES WORKERS	0	0	0	0	0	d	0	o	a	d	d	9
SERVICE WORKERS	0	a	a	0	0	0	0	0	d	d	d	9
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	o	0	0	0	0	0	a	d	o	o	o	9
TOTAL NUMBER OF EMPLOYEES HIRED	332 -	71	261	2	0	2	3	2		104	27	77

# PERMANENT PART-TIME EMPLOYEES HIRED

FORM 4 PART B

HONGKONG BANK OF CANADA	OF CANADA			INDUSTRIA	SECTOR:	CHARTERE	BANKS A	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	3ANK I NG-T	YPE INTER	REPORTI	NG PER 100	1989
LOCATION	X_NATIONAL (CANADA)	(CANADA)	PR0V	PROVINCE/TERRITORY	TORY								
OCCUPATIONAL GROUPS	GROUPS	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOMI	PLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	MOMEN WOMEN COL 9	VISII TOTAL COL 10	VISIBLE MINORITIES NTAL MEN WOI	WOMEN COL 12
UPPER-LEVEL MANAGERS	AGERS	0	0	0	0	0	Q	0	0	0	0	0	q
MIDDLE OR OTHER MANAGERS	MANAGERS	0	0	0	0	0	0	0	0	0	a	0	9
PROFESSIONALS		0	0	0	0	0	0	0	0	0	0	0	q
SEMI-PROFESSIONALS AND TECHNICIANS	IALS AND	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		0	0	0	0	0	0	0	0	0	0	0	9
FOREMEN/WOMEN		0	0	0	0	0	0	0	0	0	0	0	9
CLERICAL WORKERS	S	29	0	29	0	0	0	0	0	0	2	0	3
SALES WORKERS		0	0	0	0	0	0	0	0	0	0	0	9
SERVICE WORKERS		0	0	0	0	0	0	0	0	0	0	0	q
SKILLED CRAFTS AND IRADES WORKERS	AND	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	NUAL	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	RKERS	0	0	0	O	0	O	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED		29	0	29	0	0	0	0	0	0		0	B

TEMPORARY EMPLOYEES HIRED

FORM 4 PART C

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 PROVINCE/TERRITORY X\_NATIONAL (CANADA) HONGKONG BANK OF CANADA LOCATION

									1		COMPAND TO	17150
OCCUPATIONAL GROUPS	ALL TOTAL COL 1	. EMPLOYEES MEN /	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOME COL 4 COL 5 COL	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	WOMEN COL 9	TOTAL COL 10	TOTAL MEN.	WOMEN COL 12
ON DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE LA COMPANIE DE	٥	0	0	o	a	O	0	0	0	0	a	q
		-	C	0	0	0	a	0	0	0	0	9
MIDDLE OR OTHER MANAGENS						(		c	c	C	-	C
PROFESS LONAL S	0	d	9	d	0					•		
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	9
SUPERVISORS	a	0	0	0	0	O	0	0	0	a	0	9
FOREMEN/WOMEN	0	0	a	0	0	a	0	0	0	d	d	9
CLERICAL WORKERS	319	51	268	-	0	-	d	0	0	66	20	79
SALES WORKERS	d	0	0	0	0	a	O	a	0	0	a	9
SERVICE WORKERS	0	a	0	0	a	0	0	0	0	0	d	q
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	O	0	0	0	0	0	d	0	9
TOTAL NUMBER OF EMPLOYEES HIRED	320	52	268		0	- =====================================	0	0	0	66	20	97

FORM .5 PART A

PERMANENT FULL-TIME EMPLOYEES PROMOTED

				1								
HONGKONG BANK OF CANADA			INDUSTRIA	L SECTOR:	CHARTERE	D BANKS A	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	BANK ING-T	YPE INTER	REPORTII	NG PERIOD	1989
LOCATION X_NATIONAL (CANADA)	(CANADA)		PROVINCE/TERRITORY	I TORY								
OCCUPATIONAL GROUPS	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOM 4 COL 5 COL	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	WOMEN WOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORITIES OTAL MEN WON 10 COL 11 COL	WOMEN COL 12
UPPER-LEVEL MANAGERS	o	0	0	o	0	0	0	0	0	0	0	
MIDDLE OR OTHER MANAGERS	49	18	94	0	0	0	0	0	0	13	7	6
PROFESS LONAL S	9	67	м	a	0	0	o	o	0	77	2	2
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	3	+	2	0	0	0	0	0	0	2		
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	a	0	0
CLERICAL WORKERS	126	17	109	2	0	2		0	-	42	80	34
SALES WORKERS		0		0	0	0	0	0	0		0	
SERVICE WORKERS	0	a	o	0	a	0	0	0	0	0	0	
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	C	0	9
TOTAL NUMBER OF EMPLOYEES PROMOTED	200	39	161	2	0	2	1	0		62	15	<u> </u>
TOTAL NUMBER PROMOTIONS 207	207	047	167	2	0	2	- 1111111111111111111111111111111111111	0	-	65	16	64

PERMANENT PART-TIME EMPLOYEES PROMOTED

FORM'S PART B

			PERMA	PERMANENI FANI-IIME EMILOILLO	TILL EM							
HONGKONG BANK OF CANADA			INDUSTRIA	L SECTOR:	CHARTER	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	ND OTHER	BANK ING-T	YPE INTER	REPORTIN		1989
OCATION X NATIONAL (CANADA)	(CANADA)	PROV	PROVINCE/TERRITORY	ITORY								
TIONAL	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3.	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOME 4 COL 5 COL	EOPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	MOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES OTAL MEN WON 10 COL 11 COL	TIES WOMEN COL 12
UPPER-LEVEL MANAGERS	0	0	0	o	0	0	0	0	a	0	0	q
MIDDLE OR OTHER MANAGERS		0		d	0	0	0	0	0	0	0	9
PROFESSIONALS	0	d	0	0	a	0	0	0	a	0	0	9 9
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	a	0	0	0	0	0	0	q
FOREMEN/WOMEN	o	a	0	0	0	0	0	0	0	0	0	q
CLERICAL WORKERS	16	2	14	0	0	o	0	0	a	7	2	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	٥	0	9
SERVICE WORKERS	0	0	a	0	0	o	0	0	0	0	d	q
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	o	0	0	0	d	q
TOTAL NUMBER OF EMPLOYEES PROMOTED	17	2	15	0	0	0 0	0 0	0	0	# "	2	2
TOTAL NUMBER PROMOTIONS	17	2	15	0	0	0	0	0	0	7	2	2

### TEMPORARY EMPLOYEES PROMOTED

FORM 5 PART C

1989	
NDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	
AND OT	
D BANKS	
CHARTERE	
SECTOR:	JRY
INDUSTRIAL	PROVINCE/TERRITORY
	(CANADA)
HONGKONG BANK OF CANADA	X_NATIONAL
HONGKONG BA	LOCATION

LOCATION X_NA	X_NATIONAL (CANADA)	ADA)	PROVI	PROVINCE/TERRITORY	TORY								
OCCUPATIONAL GROUPS	PS TOTAL COL 1	ALL ALL	EMPLOYEES MEN COL 2	WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOME 4 COL 5 COL	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	MOMEN COL 9	VISI TOTAL COL 10	VISIBLE MINORITIES OTAL MEN WON 10 COL 11 COL	WOMEN WOMEN COL 12
UPPER-LEVEL MANAGERS		0	0	0	0	0	0	0	0	a	0	a	q
MIDDLE OR OTHER MANAGERS.	GERS	a	0	0	0	G	0	0	0	a	0	0	q
PROFESSIONALS		a	0	0	O	0	0	0	0	0	O	0	q
SEMI-PROFESSIONALS AND TECHNICIANS	QN	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		q	0	0	o	a	0	0	0	o	0	0	9
FOREMEN/WOMEN		a	0	0	0	0	0	a	0	0	0	0	0
CLERICAL WORKERS		4	0	7	0	0	0	0	0	0	0	0	0
SALES WORKERS		9	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		0	a	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		a	0	0	0	0	0	0	o	0	0	0	٩
TOTAL NUMBER OF EMPLOYEES PROMOTED	11 13 13 14 14 15 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18	7	0	77	0	0	0	0	0	0	0	0	0
TOTAL NUMBER PROMOTIONS		7	0	#	0	0	0	0	0	0	0	0	0

FORM 6 PART A

PERMANENT FULL-TIME EMPLOYEES TERMINATED

HONGKONG BANK OF CANADA		_	NDUSTRIA	SECTOR:	CHARTERE	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	ND OTHER E	3ANK I NG-T	YPE INTER	REPORTIN	IG PER 100	1989
CATION X NATIONAL (CANADA)	(CANADA)	PROVI	PROVINCE/TERRITORY	TORY			1					
LIONAL	TOTAL TOTAL	EMPLOYEES MEN V	WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	MOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES  TAL MEN WON  10 COL 11 COL	TIES WOMEN COL 12
		-	0	a	d	a	o	0	0	a	0	9
UPPER-LEYEL MANACERS	99	14.5	21	a	0	0	d	0	0	8	89	9
MIDDLE OR DIDEN FRANKLING	ď	2	2	a	0	o	0	o	0	2	d	2
SEMI-PROFESSIONALS AND	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	o	o	a	a	0	0	a	q
SUPERVISORS		c	c	0	o	a	0	0	0	0	a	9
FOREMEN/WOMEN	075	4	154	2	_	-	-	-	a	32	5	27
CLERICAL WORKERS	107	1		C	-	C	0	a	a	a	a	q
SALES WORKERS					•			-	c	C	0	0
SERVICE WORKERS	a	a	a	9	0				•			
SKILLED CRAFTS AND	0	0	0	0	0	0	0	0	0		0	
SEMI-SKILLED MANUAL	0	0	0	0	0	0	0	0	0	0	0	0
WORKERS OTHER MANUAL WORKERS	О	a	0	o	0	0	0	0	o	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	241 63	63	178	2	## 11 14 14 14 14 14 14 14 14 14 14 14 14		- 11	- 11 11 11 11 11	0 11	42	13	29

# PERMANENT PART-TIME EMPLOYEES TERMINATED

				PERMAI	NENT PART	PERMANENT PART-TIME EMPLOYEES TERMINATED	OYEES TE	RMINATED			FORM 6 PART B	PART B	
HONGKONG BANK OF CANADA	ADA		_	NDUSTRIA	SECTOR:	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	BANKS A	ND OTHER	BANKING-T	YPE INTER	REPORTIN	G PER10D	1989
LOCATION X_NAT	X_NATIONAL (CA	CANADA)	PROVI	PROVINCE/TERRITORY	TORY								
OCCUPATIONAL GROUPS		TOTAL COL 1	EMPLOYEES MEN COL 2	S WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOMI 4 COL 5 COL	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	WOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES DTAL MEN WON 10. COL 11 COL	TIES WOMEN COL 12
UPPER-LEVEL MANAGERS		0	a	0	0	0	0	0	0	a.	0	0	0
MIDDLE OR OTHER MANAGERS	ERS	-	0	-	0	0	0	a	0	0	0	0	g
PROFESSIONALS		a	0	0	0	0	O	0	0	0	0	0	q
SEMI-PROFESSIONALS AND TECHNICIANS	QP	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		0	0	0	0	0	0	0	0	0	d	a	q
FOREMEN/WOMEN		a	0	0	0	0	a	a	0	0	0	0	q
CLERICAL WORKERS		21	3	18	0	0	a	-	0	+	5	3	2
SALES WORKERS		a	a	0	0	0	0	0	0	0	0	0	9
SERVICE WORKERS		a	0	0	0	0	0	a	O	O	0	a	0
SKILLED CRAFTS AND TRADES WORKERS		0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	•	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		o	0	a	0	0	0	0	a	o	0	o	g
TOTAL NUMBER OF EMPLOYEES TERMINATED	# # # # # # # # # # # # # # # # # # #	22		19	0	0	0		0	- "	5		2

## TEMPORARY EMPLOYEES TERMINATED

FORM 6 PART C

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989

HONGKONG BANK OF CANADA	OF CANADA			INDUSTRIA	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TITE THIER NET STITES	CHARIERE	DANKS A	ND OTHER S	- DWI VNG	וור וווורו			``
LOCATION	X_NATIONAL	(CANADA)	PROV	_PROVINCE/TERRITORY	I TORY								
OCCUPATIONAL GROUPS	GROUPS	ALL TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOME	PLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	ILITIES WOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES TOTAL MEN WOM COL 10 COL 11 COL	TIES WOMEN COL 12
UPPER-LEVEL MANAGERS	AGERS	o	a	a	d	0	a	d	9	o	0	a	q
MIDDLE OR OTHER MANAGERS	MANAGERS	a	0	0	0	a	0	0	0	0	a	0	9
PROFESSIONALS		0	0	a	0	0	0	0	a	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS.	ALS AND	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		0	a	a	0	0	0	0	a	0	0	0	q
FOREMEN/WOMEN		0	0	0	0	0	0	0	d	0	0	a	q
CLERICAL WORKERS	S	159	21	138	0	0	d	0	o	0	777	80	36
SALES WORKERS		0	0	a	0	o	O	0	0	o	o	o	q.
SERVICE WORKERS		0	0	0	a	0	0	0	o	0	0	0	q
SKILLED CRAFTS AND TRADES WORKERS	AND	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	NUAL	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	DRKERS	d	0	o	C	0	0	0	d	0	o	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	NATED	159	21	138	0	0	0	0	0	0	hh	80 11	36

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

FORM 2 PART A PAGE 1

HONGKONG BANK OF CANADA	CANADA		INDN	STRIAL	SECTOR:	CHARTER	RED BANK	(S AND	отней в	ANK I NG-	TYPE 11	TER REP	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	PER 1 0D	1989
OCATION	NATIONAL (CANADA)		X_PROVINCE/TERRITORY ONIARIO	/TERRIT	ORY ONI	ARIO			- DES	DESIGNATED CMA	CMA			1	
UPATION	TOP OF S,	TOM	QUARTER	ALL E R TOTAL NBR COL 2 C	EMPLOYEES MEN WOI	E Z	ABORIGINAL PEOPLES TOTAL NBR MEN WOMEN COL 5 COL 6 COL 7	MEN COL 6	WOMEN COL 7	PERS W TOTAL NBR COL 8	//DISAB MEN COL 9	PERS W/DISABILITIES TOTAL NBR MEN WOMEN COL 8 COL 9 COL 10	0	VISIBLE MINORITIES TOTAL NBR MEN WOME	WOMEN COL 13
UPPER-LEVEL MANAGERS	OVER	\$70,000	Jmov-		0	aaaa	aaaa	aaaa	aaaa	aaaa	adda	aaaa	aaa	ada	aaa
MIDDLE OR OTHER MANAGERS	OVER \$17,50	\$70,000 500 - \$19,999	3 3 39 29	19 26 37	7 19	25,720	aaaa	adaa	aaaa	-000	7999	aaaa	2,150	1340	
PROFESSIONALS			760-	aaaa	aaaa	aaaa	aaaa	adda	dada	aaaa	aaaa	adda	aaaa	dada	aaaa
SEMI-PROFESSIONALS AND TECHNICIANS	. ST		75 ME	aaaa	adaa	aaaa	aaaa	odda	adaa	aaaa	aaaa	aaaa	aaaa	adda	adda
SUPERVISORS			3m2-	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	agga	adad	dada	aaaa
F OR EMEN/WOMEN			3ma-	dada	aaaa	aaaa	aaaa	aaaa	adaa	adda	aaaa	aaaa	adda	dada	aaaa

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

FORM 2 PART A PAGE 2

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 DESIGNATED CMA \_\_\_NATIONAL (CANADA) X\_PROVINCE/TERRIIORY QNIABLO\_ HONGKONG BANK OF CANADA LOCATION

AL TOP AND BOTTOM QUARTER TOTAL EMPLOYEES ABORIGINAL PEOPLES PERS W/DISABILITIES VISIBLE MINORITIES TOTAL TOTAL TOTAL NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WOMEN NBR MEN WO	2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1	AND 3 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	NNAAL 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	ORKERS 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

FORM 2 PART B PAGE 1

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

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UPPER-LEVEL			m	a	a	1 1	a	a	a	0	a	0	0	0	0
MANAGERS			2	O	O	a	а	a	а	а	а	a	0	0	0
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OTHER MANAGERS			2	a	0	a	o	0	a	a	O	a	a	0	0
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PROFESSIONALS			3	0	0	0	0	0	0	0	0	0	0	0	0
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SEMI-PROFESSIONALS			က	a	0	О	0	О	0	O	0	0	o	0	0
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SUPERVISORS			m				0	d	d	d	d	0	d	a	9
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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

FORM 2 PART B PAGE 2

COCUPATIONAL   TOP AND BOTTOM QUARTER TOTAL EMPLOYEES   ABORICINAL PEOPLES   PERS WORKERS   TOTAL WORKEN   TOTAL EMPLOYEES   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN   TOTAL WORKEN	HONGKONG BANK OF CANADA		INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	SECTOR:	CHARTE	RED BAN	KS AND	OTHER B.	ANK ING-1	TYPE IN	TER REP	ORTING	PER 1 0D	1989
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OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES

FORM' 2 PART C PAGE

HONGKONG BANK OF CANADA

WOMEN COL 13 0 dada dada dddd adad adada 1989 VISIBLE MINORITIES TOTAL COL 11 COL 12 C adaa dada dada adaa adda INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD adda adad dddd adad dada COL 10 PERS W/DISABILITIES TOTAL addo adada adad adad dado \_odddd adada adada dada dada dado MEN COL 9 DESIGNATED CMA NBR COL 8 dddd dada dada adad adada ABORIGINAL PEOPLES
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OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES

FORM 2 PART C PAGE 2

INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES

FORM 3 PART A

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 NATIONAL (CANADA) X\_PROVINCE/TERRITORY QNIARIO HONGKONG BANK OF CANADA LOCATION

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SALARY RANGES	ALL TOTAL COL 1	EMPLOYEES MEN COL 2	WOMEN COL 3	ABORIGINAL PEOPLES TOTAL MEN WOMEI COL 4 COL 5 COL	GINAL PE	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	ILITIES WOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORIT TOTAL MEN COL 10 COL 11	TIES WOMEN COL 12
UNDER - \$9,999	0	0	o	O	0	a	a	a	0	0	0	0
\$10,000 - \$14,999	а	0	a	0	0	a	d	a	0	a	a	9
\$15,000 - \$17,499	-	a	-	0	a	d	0	0	a	a	a	q
\$17,500 - \$19,999	32	7	28	-	-	0	0	a	0	16	2	14
\$20,000 - \$22,499	94	8	43		0	-	O	d	0	32	2	30
\$22,500 - \$24,999	30	2	25	0	0	0	0	a	O	19	4	15
\$25,000 - \$27,499	7	0	7	0	o	0	a	d	0	2	0	2
\$27,500 - \$29,999	ħ	-	3	0	d	0	a	o	a		-	9
530,000 - 534,999	24	6	15	0	0	a	a	o	a	14	7	7
\$35,000 - \$39,999	80	7	-	a	a	0	0	a	0	7	9	
840,000 - 849,999	14	80	9	o	0	a	0	0	0	9	77	2
\$50,000 - \$69,999	24	22	2	9	0	a	a	a	d	10	6	7
S70,000 - AND OVER	12	12	a	a	d	a	-	-	a	d	0	9
TOTAL NUMBER EMPLOYEES	202	71	131	2	- 11	_ =====================================	- !!		0 11	107	35	72

# SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES

FORM 3 PART B

1989 INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD NATIONAL (CANADA) X PROVINCE/TERRITORY ONTARIO HONGKONG BANK OF CANADA LOCATION

SALARY RANGES	TOTAL COL 1	EMPLOYEES MEN W COL 2 C	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOMEN COL 4 COL 5 COL 6	WOMEN COL 6	PERSONS TOTAL .	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	WOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORITIES TOTAL MEN WOM COL 10 COL 11 COL	TIES WOMEN COL 12
UNDER - \$2,499	a	o	o	0	0	o	0	a	a	a	a	q
\$2,500 - \$4,999	a	o	0	o	o	a	o	a	o	0	0	0
\$5,000 - \$7,499	a	0	0	0	0	a	a	0	0	0	0	9
\$7,500 - \$9,999	11	-	10	a	a	0	0	0	0	2		
\$10,000 - \$12,499	4	0	77	0	0	0	0	0	0	6	a	3
\$12.500 - \$14.999	a	0	0	0	0	0	0	0	0	0	o	q
\$15,000 - \$17,499	0	o	0	0	0	0	0	0	0	0	0	9
\$17,500 - \$19,999	0	0	0	0	0	0	0	0	0	d	d	q
\$20,000 - \$24,999	0	0	0	0	a	0	0	0	d	0	a	a
\$25,000 - \$29,999	0	0	d	0	0	a	O	0	0	d	o	9
\$30,000 - \$39,999	0	a	0	0	0	0	0	o	0	d	o	q
666'648 - 000'048	0	0	0	0	a	0	d	0	0	0	a	q
\$50,000 - AND OVER	0	a	0	0	0	a	0	0	a	0	d	9
TOTAL NUMBER EMPLOYEES	15	- 11	14	0	0	0	0	0	0	5	- 11	7

SALARY SUMMARY : TEMPORARY EMPLOYEES

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 FORM 3 PART C X PROVINCE/TERRITORY ONTARIO \_\_NATIONAL (CANADA) HONGKONG BANK OF CANADA LOCATION

SALARY RANGES	ALL TOTAL COL 1	ALL EMPLOYEES MEN COL 2	S WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOME COL 4 COL 5 COL	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	WOMEN COL 9	VISII TOTAL COL 10	VISIBLE MINORITIES TOTAL MEN WOMEN COL 10 COL 11 COL 12	ITIES WOME COL 1
UNDER - \$2,499	12	4	89	0	a	0	0	a	0	7	2	
\$2,500 - \$4,999	13	м	10	0	o	a	o	a	a	6	2	
\$5,000 - \$7,499	6	-	8	0	0	0	0	0	a	7	-	
87,500 - 89,999	3	0	3	0	o	o	0	a	a	2	d	
\$10,000 - \$12,499	2	0	2	0	0	0	0	0	O		0	
\$12,500 - \$14,999		0	-	0	0	0	0	0	d	0	0	
\$15,000 - \$17,499	0	a	a	0	0	0	0	0	0	a	O	
\$17,500 - \$19,999	0	Q	0	0	0	0	0	0	0	a	o	
\$20,000 - \$24,999	0	0	O.	0	0	0	0	0	0	a	d	q
\$25,000 - \$29,999	0	O	0	0	a	0	0	0	0	o	0	
\$30,000 - \$39,999	0	0	0	0	0	0	0	O	0	O	0	
666,648 - 000,048	0	0	0	0	0	0	0	0	0	0	0	-
\$50,000 - AND OVER	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER EMPLOYEES	0#	80	32	0	0	0	0	0	0	26	5	21

# PERMANENT FULL-TIME EMPLOYEES HIRED

FORM 4 PART A.

HONGKONG BANK OF CANADA		_	NDUSTRIA	L SECTOR:	CHARTERE	D BANKS A	ND OTHER	BANK I NG-T	YPE INTER	INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	G PER10D	1989
LOCATION	(CANADA)	X_PROVI	NCE/TERR	X_PROVINCE/TERRITORY QNIARIQ	ARIO							
TIONAL	TOTAL COL 1	EMPLOYEES MEN COL 2	JOMEN COL 3	ABORIGINAL PEOPLES TOTAL MEN WOMEN COL 4 COL 5 COL 6	IGINAL PE MEN COL 5	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	MOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES  TAL MEN WON  TO COL 11 COL	WOMEN COL 12
UPPER-LEYEL MANAGERS	2	2	0	O	a	a	d	0	0	d	a	9
MIDDLE OR OTHER MANAGERS	16	7	6	a	a	0	0	d	a	6	77	5
PROFESSIONALS	a	0	0	d	0	0	0	a	0	0	0	9
SEMI-PROFESSIONALS AND IECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	d	0	a	0	0	d	0	a		9
FOREMEN/WOMEN	0	0	0	a	a	d	0	a	a	O	a	9
CLERICAL WORKERS	52	2	49	0	o	d	a	0	d	25	-	24
SALES WORKERS	0	0	0	0	0	o	9	0	0	a	a	q
SERVICE WORKERS	a	0	0	0	d	a	d	o	0	a	a	q
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0 .	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	o	a	a	0	d	a	0	a	0	a	a	9
TOTAL NUMBER OF 70 EMPLOYEES HIRED	70	12	58	0	0	0	0	0	0 = = = = = = = = = = = = = = = = = = =	34	5	29

# PERMANENT PART-TIME EMPLOYEES HIRED

FORM 4 PART B

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 X PROVINCE/TERRITORY ONTARIO HONGKONG BANK OF CANADA

LOCATION NATIONAL	(CANADA)	X_PROV	X_PROVINCE/TERRITORY QUIABLO	TORY ON	AR 10							
OCCUPATIONAL GROUPS	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOME COL 4 COL 5 COL	DPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	WOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORITIES TOTAL MEN WOMEN COL 10 COL 11 COL 12	WOMEN COL 12
UPPER-LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	a	q
MIDDLE OR OTHER MANAGERS	0	0	0	a	o	0	0	0	0	d	a	9
PROFESSIONALS	0	0	O	0	d	a	a	a	a	0	a	q
SEMI-PROFESSIONALS AND IECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	d	d	a	9
F OR EMEN / WOMEN	a	0	0	0	0	0	0	0	0	a	a	9
CLERICAL WORKERS	12	0	12	a	0	0	a	0	d	2	0	2
SALES WORKERS	0	0	o	0	0	0	a	a	0	0	0	q
SERVICE WORKERS	0	0	0	0	0	a	d	0	0	0	0	0
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	O	0	0	0	0	0	q
TOTAL NUMBER OF EMPLOYEES HIRED	12	0	12	0	0	0	0	0	0	2	0	2

### TEMPORARY EMPLOYEES HIRED

FORM 4 PART C

HONGKONG BANK OF CANADA			INDUSTRIA	INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	CHARTERE	D BANKS A	ND OTHER I	BANK I NG-T	YPE INTER	REPORTIN	IG PER 10D	1989
LOCATIONNATIONAL (CANADA)	(CANADA)	X_PROV	INCE/TERR	X_PROVINCE/TERRITORY ONIARIO	NR 10		1					
OCCUPATIONAL GROUPS	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABORI TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOMEN 4 COL 5 COL 6	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	ILITIES WOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORITIES TAL MEN WON	WOMEN COL 12
UPPER-LEVEL MANAGERS	0	o	o	0	O	0	a	0	0	0	0	q
MIDDLE OR OTHER MANAGERS	0	0	0	0	a	0	0	0	0	a	o	q
PROFESSIONALS	0	0	0	0	0	a	0	d	0	0	a	q
SEMI-PROFESSIONALS AND IECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	O	0	0	0	d	a	d	o	q
FOREMEN/WOMEN	0	0	0	o	d	0	0	a	0	0	0	q
CLERICAL WORKERS	32	7	25	0	0	0	a	0	0	20	5	15
SALES WORKERS	0	a	a	0	a	0	0	0	0	a	0	9
SERVICE WORKERS	0	0	0	o	a	0	0	o	0	a	0	q
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	o	0	0	0	0	0	0	0	0	C	0	q
TOTAL NUMBER OF EMPLOYEES HIRED	32	7	25	0	0	0	0	0	0	20	5	15

## PERMANENT FULL-TIME EMPLOYEES PROMOTED

FORM 5 PART A

HONGKONG BANK OF CANADA			INDUSTRIA	L SECTOR:	CHARTERE	D BANKS A	ND OTHER !	SANK ING-T	YPE INTER	REPORTII	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	1989
LOCATION	(CANADA)	X_PROV	INCE/TERR	X_PROVINCE/TERRITORY ONIARIO	ARIO							
OCCUPATIONAL GROUPS	ALL TOTAL COL 1	EMPLOYEES MEN COL 2	NOMEN SOL 3	ABORIGINAL PEOPLES TOTAL MEN WOMEN COL 4 COL 5 COL 6	IGINAL PE MEN COL 5	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	W/ DISABILITIES MEN WOMEN COL 8 COL 9	WOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORITIES OTAL MEN WON 10 COL 11 COL	TIES WOMEN COL 12
UPPER-LEVEL MANAGERS	0	0	0	0	0	o	0	0	0	a	0	q
MIDDLE OR OTHER MANAGERS	80	-	7	0	0	0	O	0	o		a	
PROFESSIONALS	0	0	a	0	0	0	a	a	a	d	a	q
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	O	o	0	a	0	0	0	0	q
FOREMEN/WOMEN	0	0	0	0	0	0	a	O	0	O	d	q
CLERICAL WORKERS	20	2	18		0		0	0	o	10	2	8
SALES WORKERS	0	0	a	a	0	0	0	0	0	0	0	9
SERVICE WORKERS	0	a	0	0	0	0	0	0	0	0	0	9
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	o	0	0	0	0	0	0	0	0	0	0	q
TOTAL NUMBER OF EMPLOYEES PROMOTED	28	= = = = = = = = = = = = = = = = = = =	25		0	- 11	0	0	0	11	2	6
TOTAL NUMBER PROMOTIONS	28	S 11	25	- 1	0	- = = = = = = = = = = = = = = = = = = =	0	0.	0	11	2	6

# PERMANENT PART-TIME EMPLOYEES PROMOTED

FORM 5 PART B

HONGKONG BANK OF CANADA			INDUSTRIA	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	CHARTERE	BANKS A	ND OTHER E	SANK ING-T	YPE INTER	REPORTIN	G PERIOD	1989
LOCATIONNATIONAL	(CANADA)	X_PROV	INCE/TERR	X_PROVINCE/TERRITORY ONIARIO	NR 10		1					
OCCUPATIONAL GROUPS	ALL TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR I TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOMEN COL 4 COL 5 COL 6	PLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	IL ITIES WOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES TOTAL MEN WON COL 10 COL 11 COL	TIES WOMEN COL 12
UPPER-LEVEL MANAGERS	o	0	0	a	0	a	0	a	0	0	o	0
MIDDLE OR OTHER MANAGERS	0	o	0	0	0	0	a	a	a	0	0	0
PROFESSIONALS	0	0	0	0	0	a	0	0	0	0	0	q
SEMI-PROFESSIONALS AND IECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	a	0	0	0	o	0	a	0	0	0	9
FOREMEN/WOMEN	0	0	0	0	0	0	0	d	d	0	o	q
CLERICAL WORKERS	11	0	11	0	0	0	0	0	0		d	
SALES WORKERS	0	0	0	0	0	o	0	0	0	0	a	q
SERVICE WORKERS	0	a	0	0	0	0	0	0	0	o	0	9
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	11	0	11	0	0	0	0	0	0 = = = = = = = = = = = = = = = = = = =	- 11	0	1
TOTAL NUMBER PROMOTIONS	11	0	11	0	0	0	0	0.	0	- 11	0	1

## TEMPORARY EMPLOYEES PROMOTED

FORM 5 PART C

				בניון סוישורו בניון בסובבי		2000						
HONGKONG BANK OF CANADA			INDUSTRIA	L SECTOR:	CHARTERE	BANKS A	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	BANK I NG-T	YPE INTER	REPORTII	NG PER 100	1989
LOCATIONNATIONAL (CANADA)	(CANADA)	X_PROV	X_PROVINCE/TERRITORY ONIARIO	I TORY ONL	AR 10							
OCCUPATIONAL GROUPS	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOME 4 COL 5 COL	DPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	NOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORITIES OTAL MEN WON 10 COL 11 COL	WOMEN COL 12
UPPER-LEVEL MANAGERS	a	q	0	0	0	o	0	0	0	a	a	9
MIDDLE OR OTHER MANAGERS	a	o	a	o	0	a	0	d	0	0	0	q
PROFESSIONALS	0	0	0	O	0	0	0	O	a	0	0	0
SEMI-PROFESSIONALS AND IECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	d	o	9
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	d	0.	q
CLERICAL WORKERS		0		0	0	0	0	0	0	0	0	q
SALES WORKERS	0	0	O	0	0	0	0	0	0	a	a	
SERVICE WORKERS	0	0	0	0	0	a	a	0	a	0	0	9
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	o	a	0	0	0	d	0	O	q
TOTAL NUMBER OF EMPLOYEES PROMOTED	- 11	0	0	0	0	11	0 0 0	0	0	0	0	0
TOTAL NUMBER PROMOTIONS	-	0	1	0	0	0	0	0	0	0	0 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	0

# PERMANENT FULL-TIME EMPLOYEES TERMINATED

FORM 6 PART A

AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989

HONGKONG BANK OF CANADA			INDUSTRIAL	SECTOR:	CHARTERE	D BANKS A	ND OTHER	INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-177L INIEN NEFORTING FANCE	ואונה	NET ON 1 1	2014	
LOCATIONNATIONAL (CANADA)	(CANADA)	X_PROV	X_PROVINCE/TERRITORY ONIARIO	TORY ONL	AR 10							0
OCCUPATIONAL GROUPS	ALL TOTAL COI 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOME 4 COL 5 COL	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	WOMEN COL 9	TOTAL COL 10	VISIBLE MINOKITES TOTAL MEN WOM COL 10 COL 11 COL	WOMEN COL 12
SAPANAM 1977 - dagger		7	a	0	0	0	0	0	0	a	a	9
OCTUPE CONTRACTOR	16	12	η	0	d	a	0	a	a	2	2	9
MIDDLE OR OTHER MANAGERS			C	0	0	a	o	o	0	a	0	9
PROFESSIONALS SEMI-PROFESSIONALS AND	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	C	C	0	0	a	a	a	0	d	o	0	q
SUPERVISORS		c	0	o	a	o	o	0	0	o	0	q
FOREMEN/WOMEN	23	0	21		-	0	0	0	0	9	-	60
CLERICAL WURNERS		c	C	0	o	0	0	0	d	d	d	9
SALES WORKERS		c	0	a	a	0	a	0	0	0	0	9
SKILLED CRAFTS AND	0	0	0	0	0	0	0	0	0	0	0	0
JRADES WORKERS SEMI-SKILLED MANUAL	0	0	0	0	0	0	0	0	0	0	0	0
MORKERS OTHER MANUAL WORKERS	a	o	O	0	o	o	a	o	0	d	0	9
TOTAL NUMBER OF EMPLOYEES TERMINATED	40	15	25		- H	0	0	0	0		3	80 #

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD FORM 6 PART B PERMANENT PART-TIME EMPLOYEES TERMINATED NATIONAL (CANADA) X PROVINCE/TERRITORY QNIABLO HONGKONG BANK OF CANADA LOCATION

1989

OCCUPATIONAL GROUPS	ALL TOTAL	EMPLOYEES	ES WOMEN	ABOR	ABORIGINAL PEOPLES FAL MEN WOME	OPLES	PERSONS	PERSONS W/ DISABILITIES TOTAL MEN WOMEN	IL IT IES WOMEN	VISII	VISIBLE MINORITIES	IT I ES WOMEN
	COL 1	COL 2	COL 3	th 700	COL 5	9 700	COL 7	COL 8	6 700	COL 10	COL 11	COL 12
UPPER-LEVEL MANAGERS	0	0	0	0	a	0	0	0	0	0	0	9
MIDDLE OR OTHER MANAGERS	0	0	0	0	O	0	0	o	0	a	o	q
PROFESSIONALS	0	0	0	0	a	0	0	a	0	0	0	q
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	a	0	0	a	0	a	G	q
FOREMEN/WOMEN	0	0	0	a	0	0	0	d	0	0	0	q
CLERICAL WORKERS		0		0	d	a	a	a	d		0	
SALES WORKERS	0	0	d	0	0	0	0	0	a	0	0	q
SERVICE WORKERS	O	0	0	0	0	o	a	a	0	0	d	q
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	o	0	0	a	0	a	a	a	0	0	0	q
TOTAL NUMBER OF EMPLOYEES TERMINATED	1	0	1	0	0	0	0	0	0	-	0	

FORM 6 PART C

TEMPORARY EMPLOYEES TERMINATED

HONGKONG BANK OF CANADA			INDUSTRIA	L SECTOR:	CHARTER	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	ND OTHER	BANK I NG-T	YPE INTER	REPORTIN	IG PER 10D	1989
LOCATIONNATIONAL (CANADA)	(CANADA)	X_PROV	INCE/TERR	X_PROVINCE/TERRITORY ONIARIO	ARIO							
OCCUPATIONAL GROUPS	ALL TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOMI	EOPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7. COL 8 COL 9	WOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORITIES  TAL MEN WOMEN  TO COL 11 COL 12	TIES WOMEN COL 12
UPPER-LEVEL MANAGERS	a	0	0	o	0	0	0	0	0	0	q	q
MIDDLE OR OTHER MANAGERS	0	0	0	0	o	0	0	a	a	a	0	0
PROFESSIONALS	o	0	0	0	0	0	0	o	0	a	0	o
SEMI-PROFESSIONALS AND IECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	a	0	0	0	o	0	0	a	a	0	0	9
FOREMEN/WOMEN	0	a	0	0	0	0	0	a	0	0	0	q
CLERICAL WORKERS	19	4	15	a	0	d	0	0	0	15	8	12
SALES WORKERS	a	0	0	0	0	0	a	0	0	d	d	9
SERVICE WORKERS	0	0	0	a	0	a	0	0	o	0	a	q
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	a	0	0	o	0	0	0 /	0	0	d	o	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	19	<b>4</b>	15	0	0	0	0	0	0	15	3	12

OCCUPATIONAL GROUPS; PERMANENT FULL-TIME EMPLOYEES

FORM 2 PART A PAGE 1

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 DESIGNATED CMA HONGKONG BANK OF CANADA

LOCATIONNA	NATIONAL (CANADA) X_PROVINCE/TERRITORY ALBERTA	RRITORY ALB	ERTA			- DEST	DESIGNATED CHA	A E				
		ALL EMPLOYEES		ABOR I G I	NAL PEOP		PERS W/	DISABIL	TIES	VISIBLE MINORITIES	MINORIT	ES
OCCUPAT IONAL GROUPS	OVER COLSTON QUARTER TO	TOTAL NBR MEN COL 2 COL 3	WOMEN COL 4	NBR COL 5	NBR MEN WOMEN		NBR COL 8	COL 8 COL 9 COL 10	,	COL 11 CO	COL 12 COL	WOMEN COL 13
UPPER-LEVEL MANAGERS		2000	aaa	aaa	aaa	aaa	aaa	aaa	daa	000	aaa	ddd
MIDDLE OR OTHER MANAGERS	\$65,000 - \$69,999 4 \$25,000 - \$27,499	1 6 14 8 20 6	4000	aaaa	aaaa	aaaa	aaaa	aaaa	adaa	00=0	TADD	dana
PROFESS LONALS	75.2	0000	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	2200	aaaa	adda
SEMI-PROFESSIONALS AND TECHNICIANS	7 m d r	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	dddd
SUPERVISORS	\$25,000 - \$27,499 4 3 \$22,500 - \$24,999 2	-00-	roor	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaa-	aaaa	ddd
F OR EMEN/WOMEN	762-	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	dddd

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

FORM 2 PART A PAGE 2

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 DESIGNATED CMA \_\_NATIONAL (CANADA) X\_PROVINCE/TERRITORY ALBERTA HONGKONG BANK OF CANADA LOCATION

TOTAL NBR COL 3 COL 3 COL 4 COL 5 COL 6 COL 7 COL 8 COL 10 COL 11 COL 11 COL 12 COL 13 COL 4 COL 5 COL 6 COL 7 COL 8 COL 10 COL 11 COL 11 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 11 COL 12 COL 12 COL 12 COL 12 COL 12 COL 12 COL 12 COL 12 COL 12 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL 13 COL			ALL EMP	EMPLOYEES	ABOR I G	INAL PEOPL	ES P	ERS W/C	I SABIL IT	IES V	ISIBLE MI	MINORITIES	S
S30,0000 - S34,999	OCCUPATIONAL GROUPS	4D BOTTOM QUARTER ARY RANGE SOL 1	TOTAL NBR ME COL 2 COL			MEN WO	MEN -	NBR OL 8	MEN WO	MEN 10 CO	NBR ME	N WON	13 13
S AND  S AND  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL  WANUAL	CLERICAL WORKERS	- \$34,999 4 - \$17,499 2	26 26 38			aaa	aan	ara	aaa	0-0	-26	ara	-=0
	SALES WORKERS	360-	aaaa			aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	9999	dada
	SERVICE WORKERS	<b>3</b> 60-	0000			aaaa	aaaa	aaaa	0000	aaaa	aaaa	9999	adad
	SKILLED CRAFTS AND TRADES WORKERS	7m2r	aaaa			aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	dddd
3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	SEMI-SKILLED MANUAL WORKERS		aaaa			0000	aaaa	aaaa	0000	9999	0000	aaaa	adad
	OTHER MANUAL WORKER		aaaa			0000	aaaa	0000	0000	0000	0000	aaaa	aaaa

TOTAL NUMBER OF EMPLOYEES 126 7 19

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

FORM 2 PART B PAGE 1 INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

LOCATIONNATIONAL	(CANADA)	X_PROVINCE/TERRITORY ALBERTA	/TERR I TO	NRY ALBE	RIA			DES	DESIGNATED CMA	CMA				
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE COL 1	TER		EMPL COL	YEN T	ABORIGINAL PEOPLES TOTAL NBR MEN WOMEN COL 5 COL 6 COL 7	MEN COL 6		PERS W TOTAL NBR COL 8	/DISABI	PERS W/DISABILITIES TOTAL NBR MEN WOMEN COL 8 COL 9 COL 10	VISIBLE TOTAL NBR SOL 11 CC	NOR I	WOMEN COL 13
UPPER-LEVEL MANAGERS		700-	9999	9999		aaaa	aaaa		paga	aaaa	9999	0000	dada	dada
MIDDLE OR OTHER MANAGERS		7000	aaaa	9999	aaaa	9999	9999	0000	aaaa	9999	aaaa	0000	aaaa	dada
PROFESSIONALS		100t	aaaa	2000	aaaa	aaaa	9999	9999	9999	9999	aada	9999	9999	aaaa
SEMI-PROFESSIONALS AND TECHNICIANS		7000	aaaa	aaaa	aaaa	aaaa	aaaa	0000	0000	0000	aada	0000	aaaa	0000
SUPERVISORS		7mar	aaaa	aaaa	aaaa	aaaa	9999	0000	9999	9999	9999	aaaa	0000	aaaa
FOREMEN/WOMEN		7000	aaaa	aaaa	aaaa	aaaa	aaaa	9999	0000	aaaa	adda	aaaa	9999	aaaa

OCCUPATIONAL GROUPS; PERMANENT PART-TIME EMPLOYEES

FORM 2 PART B PAGE 2

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

LOCATION	NATIONAL (CANADA) X PROVIN	X PROVINCE/TERRITORY ALBERTA	RY ALBE	RIA			DES	DESIGNATED CMA	CMA			1	
			EMPLOYEES		ABOR I G	INAL PEO	PLES	PERS W/	/DISABII	LITIES	VISIBLE	MINORITIES	ES
OCCUPAT I ONAL GROUPS	TOP AND BOTTOM QUARTER OF SALARY RANGE COI 1	R IOTAL NBR COL 2	MEN COL 3	WOMEN COL 4	NBR COL 5	NBR MEN WOMEN	WOMEN COL 7	NBR COL 8	MEN COL 9	NBR MEN WOMEN COL 8 COL 9 COL 10 C	NBR 30L 11	COL 12 COL 13	WOMEN 30L 13
CLERICAL WORKERS	\$ 7,500 - \$ 9,999 #	Foor	0000	Faar	adaa	aaaa	aaaa	aaaa	2000	dada	dada	aaaa	dddd
SALES WORKERS	700-	0000	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	0000	dada
SERVICE WORKERS	300-	0000	9999	aaaa	aaaa	aaaa	aaaa	9999	aaaa	adaa	aaaa	aaaa	aada
SKILLED CRAFTS AND TRADES WORKERS	300	aaaa	aaaa	9999	aaaa	aaaa	aaaa	9999	aaaa	0000	0000	0000	dddd
SEMI-SKILLED MANUAL WORKERS	7 00-	aaaa	aaaa	9999	aaaa	aaaa	9999	9999	aaaa	aaaa	aaaa	9999	adad
OTHER MANUAL WORKERS	8	aaaa	aaaa	0000	aaaa	aaaa	0000	aaaa	aaaa	aaaa	0000	aaaa	adda
TOTAL NUMBER OF EMPL	OF EMPLOYEES	2	0	2	0	0	0	0	0	0	0 11	0	0

OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES

PAGE

PART C

FORM 2

WOMEN OL 13 dadd dada dddd adda dddd 1989 VISIBLE MINORITIES TOTAL NBR MEN WOMEN COL MEN TO COL 12 CT INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD adda dada adada adda dddo dada COL 11 dada adada adad dadd dada COL 10 PERS W/DISABILITIES TOTAL NBR MEN WOMEN adda adaa adad adad dada MEN COL 9 0 adad aaaa adada doda DESIGNATED CMA 80000 dada adada adda dddd ABORIGINAL PEOPLES
TOTAL
NOTE
OUL 5 COL 6 COL 7
0 0 0 0
0 0 0 0
0 0 0 0 MOMEN COL 7 adada aaaa dada adada dada aaaa adada aada dada dada adad adaa aada dada adda WOMEN COL 4 0 0 dadd adad adada dddd addo X PROVINCE/TERRITORY ALBERIA EMPLOYEES ada adad adad adaa aaaa adda MEN COL 3 ALL TOTAL NBR adaa Nadada dad adada adaa aado QUARTER Jm C ma \$24,999\_ 254,999 TOP AND BOTTOM OF SALARY RANGE COL 1 (CANADA) 522,500 -\$22,500 HONGKONG BANK OF CANADA SEMI-PROFESSIONALS AND TECHNICIANS OCCUPATIONAL GROUPS MIDDLE OR OTHER MANAGERS PROFESSIONALS F OR EMEN/WOMEN SUPERVISORS UPPER-LEVEL MANAGERS LOCATION

OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES

N

FORM 2 PART C PAGE

1989	
INTER REPORTING PERIOD	
INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989	X_PROVINCE/TERRITORY ALBERTA
	(CANADA)
OF CANADA	NATIONAL
HONGKONG BANK OF CANADA	LOCATION

HONGKONG BANK OF CANADA		ngn i	STRIAL	SECTOR:	CHARIE	KED BAN	KS AND	מ אפאריט	ANN INC.	INDUSTRIAL SECTOR; CHARIERED BANKS AND OTHER BANKING-TITE THIEN ALTONING TEXTOO	LEN MET			
LOCATION NAT	NATIONAL (CANADA)	X_PROVINCE/TERRITORY ALBERTA	/TERRIT	ORY ALB	ERTA			0ES	DESIGNATED CMA	CMA				
		6	ALL	EMPLOYEES		ABOR 1G	INAL PE		PERS W	//DISABI	LITIES		VISIBLE MINORITIES	ITIES
OCCUPATIONAL GROUPS	OF SALARY RANGE	⋖	NBR COL 2	MEN COL 3	WOMEN COL 4	COL 5 COL 6 COL 7	MEN COL 6		NBR COL 8	NBR MEN WOMEN COL 8 COL 9 COL 10 C	WOMEN COL 10		MEN COL 12	WOMEN COL 13
000000000000000000000000000000000000000	\$12,500 - \$14,	999 4	4			a	da		a	a	a		a	~
CLEKICAL WORKERS	\$ 0 - \$ 2.	(	10	-	6	а	0	0	9	9	d	2		
			21	-	20	0	d	d	d	9	3			
		=	C	C	0	C	0	0	0	0	0	d	a	0
000		7		C	0	0	a	0	0	0	a	0	0	d
SALES WORKERS		12	0	0	а	О	0	0	a	a.	d	d	d	d
		-	0	0	0	a	d	d	9		3	2		
		ä	C	C	C	0	0	0	0	0	0	0	0	O
001/1007		~	c	C	0	0	0	a	a	a	o	d	o l	d
SERVICE WORKERS			C	C	0	a	0	0	a	a	0	a	a	a.
		-	a	С	a	О	O	a	0	0	d	q	d	a
					0	C	C	C	0	0	0	0		a
OMA STRACO		2 60		C	0	a	0	а	0	0	0	q	a	a
TO SELLED CRAFTS AND			C	0	0	0	a	a	a	0	a	q		d
INAUES WORNERS		-	O	О	a	a	9	d	d	0	d			3
		4		C	C	C	C	C	0	0	0	0	0	a
41111411		7		C	0	0	0	0	0	0	О	0		a
SEMI-SKILLED MANUAL		2	0	0	0	a	О	0	0	a	9	q	q'	d
MORNERS			0	а	a	a	0	d	d	d	d			0
		=	C	C	C	C	0	0	0	O	O	0		0
OTHER MANIES MORKERS			0	0	a	a	a	0	a	a	a	q	q	d'
UINER MANUAL MONNEN		2	a	O	a	a	0	a	q	d	d			d
		-	0	a	a	Q,	d	9	9	d	a	9		
TOTAL NUMBER OF EMPL	OF EMPLOYEES		42	e	39	0	0	0	0.	0	0	15	0	15
18 10 10 10 10 10 10 10 10 10 10 10 10 10		10 10 10 10 10 10 10 10 10 10 10 10 10 1	H H H H H H H					1						

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES

FORM 3 PART A

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

LOCATIONNATIONAL (CANADA)	(CANADA)		X_PROVINCE/TERRITORY ALBERIA	I TORY ALB	ERTA							
SALARY RANGES	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOME COL 4 COL 5 COL	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	MOMEN WOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORITIES OTAL MEN WON 10 COL 11 COL	WOMEN COL 12
UNDER - \$9,999	О	0	0	0	0	q	d	a	0	a	9	9
\$10,000 - \$14,999	0	0	0	0	0	a	o	a	0	d	d	
\$15,000 - \$17,499	17	-	16	-	0		d	0	d	q	a	9
\$17,500 - \$19,999	21	0	21		0	-	a	0	0	6	0	6
\$20,000 - \$22,499	22	-	21	0	0	a	-	0	-	4	+	
\$22,500 - \$24,999	9	0	9	0	0	a	0	0	0	2	0	2
\$25,000 - \$27,499	10	0	10	O	0	a	0	0	0	2	0	2
\$27,500 - \$29,999	4	-	2	d	0	0	0	0	0	-	1	9
\$30,000 - \$34,999	14	3	11	a	0	0	0	0	0	m	2	
\$35,000 - \$39,999	9	3	3	0	0	a	0	0	9	1		
840,000 - 849,999	11	80	8	0	0	0	0	0	9	4	2	
. 850,000 - 869,999 .	9	9	0	0	0	0	0	a	d	a	0	3
\$70,000 - AND OVER	2	2	0	0	0	a	0	o	0	0	0	
TOTAL NUMBER EMPLOYEES	119	25	46	2	0	2	1	0	- 10	26	7	19

# SALARY SUMMARY ; PERMANENT PART-TIME EMPLOYEES

FORM 3 PART B

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

ממשים המשקם המשקם המשקם												
I OCATION NATIONAL	(CANADA)	X_PROV	INCE/TERR	X_PROVINCE/TERRITORY ALBERIA	RIA		1					
RY RANG	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR I TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOME COL 4 COL 5 COL	PLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	LITIES WOMEN COL 9	VISII TOTAL COL 10	VISIBLE MINORITIES TAL MEN WON 10 COL 11 COL	TIES WOMEN COL 12
11NDFR - S2 499	0	o	0	0	0	a	0	0	o	d	0	O
S2.500 - S4.999	a	0	0	0	a	0	0	0	0	0	0	q
85,000 - 87,499	0	0	a	0	0	d	a	0	0	a	0	0
87,500 - 89,999	2	0	2	0	0	0	0	0	0	0	a	q
\$10,000 - \$12,499	d	0	0	0	0	0	0	0	0	0	0	q
\$12,500 - \$14,999	0	0	0	o	0	0	0	0	0	0	0	9
\$15,000 - \$17,499	0	0	0	a	0	0	0	0	0	0	9	q
\$17,500 - \$19,999	0	0	0	0	o	0	0	0	o	d	0	9
\$20,000 - \$24,999	0	0	0	0	o	d	0	0	0	0	0	9
\$25,000 - \$29,999	0	a	0	0	0	0	0	0	0	0	d	a
830,000 - 839,999	a	0	0	0	d	0	0	a	0	0	0	q
840,000 - 849,999	0	0	0	0	0	0	0	0	d	0	a	9
\$50,000 - AND OVER	0	0	0	0	0	0	0	0	0	d	0	9
TOTAL NUMBER EMPLOYEES	2	0	2	0	0	0	0	0	0	0	0	0

0 !!

## SALARY SUMMARY : TEMPORARY EMPLOYEES

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD FORM 3 PART C NATIONAL (CANADA) X PROVINCE/TERRITORY ALBERTA HONGKONG BANK OF CANADA LOCATION

1989

										:		
SALARY RANGES	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES FAL MEN WOMEN - 4 COL 5 COL 6	MOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	MOMEN WOMEN COL 9	VISI TOTAL COL 10	VISIBLE MINORITIES TOTAL MEN WOM COL 10 COL 11 · COL	VOMEN COL 12
UNDER - \$2,499	16		15	0	0	0	0	0	a	4	a	77
\$2,500 - \$4,999	80	0	8	0	0	a	a	0	0	3	0	2
\$5,000 - S7.499	80	-	7	0	0	0	0	0	0	4	0	77
\$7,500 - \$9,999	4	-	3	0	0	0	a	0	a	2	0	2
\$10,000 - \$12,499	0	0	0	0	0	0	0	0	0	o	0	q
\$12,500 - \$14,999	5	0	2	0	0	0	0	O	0	2	0	2
\$15,000 - \$17,499	0	o	0	0	0	0	0	0	0	0	a	9
\$17,500 - \$19,999	o	a	a	0	0	0	0	d	o	d	a	9
\$20,000 - \$24,999		0	-	0	o	a	0	a	0	d	0	9
\$25,000 - \$29,999	0	0	a	0	0	0	0	o	d	0	0	0
\$30,000 - \$39,999	O	0	0	o	0	0	0	0	0	0	0	q
840.000 - 849.999	0	0	0	0	0	0	0	0	0	0	0	9
\$50,000 - AND OVER	0	0	d	d	a	d	0	0	0	0	0	q
TOTAL NUMBER EMPLOYEES	42	3	39	0	0	0	0	0	0	15	0	15

PERMANENT FULL-TIME EMPLOYEES HIRED

FORM 4 PART A

0 h h h 0 0 0 VISIBLE MINORITIES
TOTAL MEN WOMEN
COL 10 COL 11 COL 12 1989 INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 0 0 0 0 a 0 0 0 a 0 a 0 0 0 0 0 PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9 d d a 0 a C a d 0 0 a o a 0 0 o d 0 0 0 a d 0 d 0 a 0 0 d 0 0 0 0 a 0 0 d ABORIGINAL PEOPLES
TOTAL MEN WOMEN
COL 4 COL 5 COL 6 C 0 0 0 0 C a a 0 0 0 a a X PROVINCE/TERRITORY ALBERIA a 0 0 0 a d 0 0 Q 0 a d O WOMEN COL 3 5 d a 0 d d 2 a 0 0 0 d ALL EMPLOYEES
L MEN WI C 0 2 a 7 a 0 a 0 C NATIONAL (CANADA) 10 TOTAL COL 1 0 d 9 0 a 0 0 O 4 HONGKONG BANK OF CANADA MIDDLE OR OTHER MANAGERS SEMI-PROFESSIONALS AND TECHNICIANS OCCUPATIONAL GROUPS UPPER-LEVEL MANAGERS OTHER MANUAL WORKERS SEMI-SKILLED MANUAL WORKERS SKILLED CRAFTS AND TRADES WORKERS CLERICAL WORKERS TOTAL NUMBER OF EMPLOYEES HIRED SERVICE WORKERS FOREMEN/WOMEN PROFESSIONALS SALES WORKERS SUPERVISORS LOCATION

0

PERMANENT PART-TIME EMPLOYEES HIRED

FORM 4 PART B

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 \_\_\_NATIONAL (CANADA) X\_PROVINCE/TERRITORY ALBERTA HONGKONG BANK OF CANADA LOCATION

	ALL	EMPLOYEES	ES	ABOR	IGINAL PE	OPLES	PERSONS	W/ DISABI	LITIES	VISIE	VISIBLE MINORITIES	TIES
OCCUPATIONAL GROUPS	TOTAL COL 1	MEN COL 2	WOMEN COL 3	TOTAL COL 4	TOTAL MEN WOME COL 4 COL 5 COL	WOMEN COL 6	TOTAL COL 7	TOTAL MEN WOMEN COL 7 COL 8 COL 9	WOMEN COL 9	COL 10	COL 11	WOMEN COL 12
UPPER-LEVEL MANAGERS	0	0	0	0	a	0	d	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	a	0	0	a	0	0	0	0	0	0	
PROFESSIONALS	0	0	O	0	0	0	0	0	0	a	0	d
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	a	0	0	0	0	0	o	d	0	0
E OREMEN/WOMEN	0	0	0	0	0	0	0	0	a	d	d	0
CLERICAL WORKERS		o	-	0	0	0	0	0	0	0	0	9
SALES WORKERS	0	0	0	0	0	0	0	d	a	0	0	
SERVICE WORKERS	0	a	d	0	0	О	0	0	0	0	a	
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	C	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	
OTHER MANUAL WORKERS	a	0	a	0	d	o	0	0	o	0	C	
TOTAL NUMBER OF EMPLOYEES HIRED	- 0 0 0 0	0		0	0	0	0	0	0	0	0	0

## TEMPORARY EMPLOYEES HIRED

FORM 4 PART C

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD

VISIBLE MINORITIES
TOTAL MEN WOMEN
COL 10 COL 11 COL 12 1989 c C 0 c d 0 0 d 0 \_ 0 o 10 0 0 d 0 0 9 a 0 0 0 0 0 a 0 a PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9 C 0 d 0 0 0 0 0 0 0 d d 0 C a 0 0 0 a 0 d a 0 0 a a 0 0 0 ABORIGINAL PEOPLES
TOTAL MEN WOMEN
COL 4 COL 5 COL 6 d d 0 0 d d 0 0 0 a a a a 0 a 0 a a 0 0 d 0 X PROVINCE/TERRITORY ALBERIA 0 0 0 0 0 0 0 0 0 WOMEN COL 3 0 0 d 0 0 a 0 a 0 EMPLOYEES MEN W( 0 0 0 3 a d 0 0 a a ALL NATIONAL (CANADA) 0 C a TOTAL COL 1 0 d C 0 a 0 25 a HONGKONG BANK OF CANADA MIDDLE OR OTHER MANAGERS SEMI-PROFESSIONALS AND TECHNICIANS OCCUPATIONAL GROUPS OTHER MANUAL WORKERS UPPER-LEVEL MANAGERS SEMI-SKILLED MANUAL WORKERS SKILLED CRAFTS AND TRADES WORKERS CLERICAL WORKERS TOTAL NUMBER OF EMPLOYEES HIRED SERVICE WORKERS SALES WORKERS FOREMEN/WOMEN PROFESSIONALS SUPERVISORS LOCATION

10

## PERMANENT FULL-TIME EMPLOYEES PROMOTED

FORM 5 PART A

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 X PROVINCE/TERRITORY ALBERTA \_\_NATIONAL (CANADA) HONGKONG BANK OF CANADA LOCATION

OCCUPATIONAL GROUPS	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOME COL 4 COL 5 COL	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	WOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES ITAL MEN WO I 10 COL 11 COL	TIES WOMEN COL 12
UPPER-LEVEL MANAGERS	a	0	0	0	0	0	0	0	0	a	0	
MIDDLE OR OTHER MANAGERS	3	-	2	0	0	0	0	0	0	2	-	
PROFESS LONAL S	0	o	0	0	0	O	0	0	a	0	0	
SEMI-PROFESSIONALS AND IECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	-	0		0	0	0	0	o	0		0	
FOREMEN/WOMEN	0	o	0	0	0	0	a	0	a	O	0.	
CLERICAL WORKERS	89	-	7	0	0	0	0	0	0	9		
SALES WORKERS	0	o	0	0	0	0	a	0	a	0	a	
SERVICE WORKERS	0	o	a	0	0	0	a	a	0	a	d	
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	
OTHER MANUAL WORKERS	0	0	0	O	a	0	a	0	d	0	0	
TOTAL NUMBER OF EMPLOYEES PROMOTED	12	2	10	0	0	0	0	0	0	6	2	7
TOTAL NUMBER PROMOTIONS	12	2	10	0	0	0	0	0	0	9	2	7 .

PERMANENT PART-TIME EMPLOYEES PROMOTED

FORM 5 PART B

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 NATIONAL (CANADA) X PROVINCE/TERRITORY ALBERTA HONGKONG BANK OF CANADA

12 12

9990

LOCATION	NATIONAL	NATIONAL (CANADA)	A-PRUV	A PROVINCE / JERNI JOH J BEREILLE	TOUR DEED	PINE							
OCCUPATIONAL GROUPS	ours	ALL TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOME COL 4 COL 5 COL	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	ILITIES WOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES TAL MEN WOI 10 COL 11 COL	WOME COL 1
UPPER-LEVEL MANAGERS	RS	0	0	0	0	0	0	0	0	a.	a	a	
MIDDLE OR OTHER MANAGERS	NAGERS	0	0	a	0	0	0	0	0	0	0	0	
PROFESSIONALS		0	0	0	0	0	a	0	0	d	O	a	
SEMI-PROFESSIONALS AND TECHNICIANS	S AND	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS		o	0	0	0	0	0	0	a	0	d	0	
FOREMEN/WOMEN		0	0	0	0	c	0	0	О	o	0	d	
CLERICAL WORKERS		o	0	0	0	0	0	0	0	0	a	a	
SALES WORKERS		0	0	d	0	0	0	o	d	d	0	0	
SERVICE WORKERS		0	0	d	0	0	0	a	0	0	0	0	
SKILLED CRAFTS AND IRADES WORKERS		0	0	0	0	0	0	0	0	0	0	0	
SEMI-SKILLED MANUAL MORKERS	AL.	0	0	0	0	0	0	0	0	0	0	0	
OTHER MANUAL WORKERS	ERS	0	0	0	o	o	0	o	0	o	c	0	
TOTAL NUMBER OF EMPLOYEES PROMOTED		. 0	0	0 =====================================	0	0	0	0	0	0	0	0	18 18 11 11 11
TOTAL NUMBER PROMOTIONS	OTIONS	0	0	0	0	0	0	0	0	0	0	0	13 13 13 11 11 11

9 9

9 9

q

## TEMPORARY EMPLOYEES PROMOTED

FORM 5 PART C

1989 INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD NATIONAL (CANADA) X PROVINCE/TERRITORY ALBERIA HONGKONG BANK OF CANADA LOCATION

OCCUPATIONAL GROUPS	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOM 4 COL 5 COL	COL 6	PERSONS TOTAL COL 7	W/ DISABILITIES MEN WOMEN COL 8 COL 9	HLITIES WOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORITIES TOTAL MEN WOMEN COL 10 COL 11 COL 12	TIES WOMEN COL 12
UPPER-LEVEL MANAGERS	a	0	0	0	0	0	0	o	0	0	a	9
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	o	0	0	0	0	q
PROFESSIONALS	0	0	d	0	0	9	0	0	0	0	0	q
SEMI-PROFESSIONALS AND JECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	q
EOREMEN/WOMEN	0	o	0	a	0	0	0	0	0	0	0	q
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	q
SALES WORKERS	0	0	o	0	0	0	0	0	0	0	0	9
SERVICE WORKERS	0	0	a	d	0	0	0	0	0	d	0	9
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	a	0	0	q
TOTAL NUMBER OF EMPLOYEES PROMOTED	0 11 11 11 11 11 11 11 11 11 11 11 11 11	0	0	0	0	0	0	0	0	0	0	0 = = = = = = = = = = = = = = = = = = =
TOTAL NUMBER PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0 =====================================

FORM 6 PART A

PERMANENT FULL-TIME EMPLOYEES TERMINATED

HONGKONG BANK OF CANADA			INDUSTRIA	SECTOR:	CHARTERE	D BANKS A	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	SANK I NG-T	PE INTER	REPORTIE	IG PERIOD	1989
OCATION	(CANADA)	X_PROV	X PROVINCE/TERRITORY ALBERTA	I TORY ALB	ERTA							
TIONAL	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOMI 4 COL 5 COL	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	MOMEN WOMEN COL 9	VISH TOTAL COL 10	VISIBLE MINORITIES TAL MEN WOI . 10 COL 11 . COL	WOMEN WOMEN
UPPER-LEVEL MANAGERS	0	o	0	0	0	0	a	0	d	0	0	
MIDDLE OR OTHER MANAGERS	9	17	2	0	0	0	0	0	0	2	2	
PROFESS LONAL S	0	0	0	0	0	0	0	o	0	0	0	9
SEMI-PROFESSIONALS AND IECHNICIANS	0	0	0	0	0	0	0	0	0	С	0	
SUPERVISORS	0	0	0	0	0	0	0	0	0	d	0	
FOREMEN/WOMEN	0	0	0	0	0	0	d	0	0	O	0	9
CLERICAL WORKERS	10	0	10	-	0		0	o	o	d	d	
SALES WORKERS	0	a	0	0	0	o	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	d	a	0	0	0	0	a	
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	C	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED 16	16	7	12	Par	0	-	0	0	0	5	2	

<u>zo</u> q q q o | q q q q o |

PERMANENT PART-TIME EMPLOYEES TERMINATED

FORM 6 PART B

1989	
SANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	
OTHER BANKING-TYPE	
SECTOR: CHARTERED BANKS AND	ERTA
SECTOR:	TORY ALB
INDUSTRIAL SE	X_PROVINCE/TERRI
	(CANADA)
HONGKONG BANK OF CANADA	NATIONAL
HONGKONG BAN	LOCATION

OCCUPATIONAL GROUPS	TOTAL COL 1	L EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOF TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOME COL 4 COL 5 COL	EOPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	ILITIES WOMEN COL 9	VISI TOTAL COL 10	VISIBLE MINORI TOTAL MEN COL 10 COL 11	VOME COL 12
UPPER-LEVEL MANAGERS	0	0	0	0	a	0	0	0	Q	0	0	
MIDDLE OR OTHER MANAGERS	o	0	0	O	a	0	0	0	0	0	a	
PROFESSIONALS.	0	0	0	0	0	0	d	0	0	a	d	
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	
SUPERVISORS	0	o	0	0	0	0	0	a	0	0	0	
F OR EMEN / WOMEN	0	0	0	0	0	0	0	0	0	0	d	
CLERICAL WORKERS	-	a		o	a	0	0	0	0	0	d	
SALES WORKERS	0	o	0	0	a	0	0	0	d	a	O	
SERVICE WORKERS	0	0	0	0	a	0	0	0	0	a	o	
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES TERMINATED		0	-	0	0	0	0	0	0	0	0	13 13 11 11

0 !!

TEMPORARY EMPLOYEES TERMINATED

FORM 6 PART C

HONGKONG BANK OF CANADA	OF CANADA			INDUSTRIAL	SECTOR:	CHARTERE	BANKS A	INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989	SANK ING-TY	PE INTER	REPORTIN	VG PERIOD	1989
LOCATION	NATIONAL (CANADA)	(CANADA)	X_PROV	X_PROVINCE/TERRITORY ALBERIA	TORY ALBE	RIA							
OCCUPATIONAL GROUPS	AL GROUPS	ALL TOTAL COI 1	EMPLOYEES MEN V	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOMI	PLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	LITIES WOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORITIES  TAL MEN WON  10 COL 11 COL	TIES WOMEN COL 12
SASSANAM 1970 L GOOD	SANA		0	a	0	0	0	0	0	a	d	0	0
WEEN-LEVEL TOWNAGERS	MANAGERS	c	0	0	o	0	o	0	0	0	0	0	9
PROFESSIONALS		0	a	0	0	0	0	0	0	0	0	0	q
SEMI-PROFESSIONALS AND	ONALS AND	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS		C	0	0	0	O	a	0	0	d	0	0	0
SUPERVISORS			C	0	0	a	0	0	0	0	0	0	0
FOREMEN/WOMEN	200	14	2	12	o	o	a	0	0	0	7	o	4
STATE HOUSE		C	0	0	0	0	0	0	0	0	0	0	0
SALES WORNERS	Sa	0	a	o	a	0	a	0	0	0	d	0	0
SKILLED CRAFTS AND	S AND	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL	MANUAL	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	WORKERS	o	0	0	d	0	0	0	0	0	a	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	TOTAL NUMBER OF EMPLOYEES TERMINATED	14	2	12	0	0	0	0	0	0	7	0	7

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

FORM 2 PART A PAGE 1

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 DESIGNATED CMA X PROVINCE/TERRITORY BRITISH COLUMBIA NATIONAL (CANADA) HONGKONG BANK OF CANADA LOCATION

I AND I FAGING	TOP AND ROTTOM CHARTER	ALL	ALL EMPLOYEES		ABOR IGIN	AL PEOPLE		S W/DIS	AB IL IT IE		VISIBLE MINORITIES TOTAL	NG.
GROUPS	OF SALARY RANGE	NBR COL 2	MEN W	WOMEN COL 4	NBR COL 5 C	COL 5 COL 6 COL 7		S COL	COL 8 COL 9 COL 10	0	1 COL 12	COL
UPPER-LEVEL MANAGERS	OVER \$70,000 3	1027	Jam 2	a-a	aaa	aaa	aaa	aaa	aaa	aaa	aam	000
MIDDLE OR OTHER MANAGERS	OVER \$70,000 4 3 3 515,000 - \$17,499 2 7	29 96 173 140	29 80 35	105	aara	aara	aaaa	amar	amra	9955	222 13	7720
PROFESSIONALS	\$65,000 - \$69,999 4 \$20,000 - \$22,499 2	15 15 15 15 15 15 15 15 15 15 15 15 15 1	21	24 42 13	99	aaaa	aarr	adar	aaar	9999	2 26 1 8	-
SEMI-PROFESSIONALS AND TECHNICIANS	75	aaaa	aaaa	aaaa	aaaa	aaaa	agaa	aaaa	aaaa	aaaa	aaaa	dddd
SUPERVISORS	\$25,000 - \$27,499 4 \$20,000 - \$22,499 2	27	aaar	07-0	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	2-0-	dddd
FOREMEN/WOMEN	3,00	aaac	aaac	aaac	0000	aaaa	aaaa	aaaa	aaaa	adda	3000	dddd

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

PAGE

PART A

FORM 2

212 ddda dddd adad dada 2820 doldo WOMEN COL 13 VISIBLE MINORITIES
TOTAL
NBR MEN WOMEN dada addd dddo 9 13 6 7 287 75 dddd dada INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD dddo dddd dddo adaa COL 11 2209 d-d-PERS W/DISABILITIES
TOTAL
NBR MEN WOMEN
COL 8 COL 9 COL 10 C WOMEN COL 10 ddda dddd dddd dddd dadd dddo dada d a dddd dada addd-DESIGNATED CMA adaa adaa dddd dddd dada adda dddd adad dddd dada WOMEN COL 7 ranma ABORIGINAL PEOPLES
TOTAL
NBR MEN WOMEN dada dddd -da dddd adda MEN COL 6 dada dddd dddd dddd dada X\_PROVINCE/TERRITORY BRITISH COLUMBIA 349 1,041 MOMEN COL 4 124 124 402 228 dddo dr dada ddda dddd EMPLOYEES dddd ddda MEN COL 3 186 adad adda dddd ALL TOTAL NBR COL 2 21 128 430 247 1,390 adaa dada dddd ddd 0 QUARTER 3ma JAMA 되어진 JIM C \$22,499 \$29,999 \$17,499 \$29,999 TOP AND BOTTOM OF SALARY RANGE NATIONAL (CANADA) TOTAL NUMBER OF EMPLOYEES COL 527,500 -\$15,000 -\$27,500 \$20,000 HONGKONG BANK OF CANADA WORKERS SEMI-SKILLED MANUAL WORKERS SKILLED CRAFTS AND TRADES WORKERS OCCUPATIONAL GROUPS CLERICAL WORKERS SERVICE WORKERS WORKERS OTHER MANUAL LOCATION SALES

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

FORM 2 PART B PAGE 1

INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 DESIGNATED CMA \_\_\_NATIONAL (CANADA) X PROVINCE/TERRITORY BRITISH COLUMBIA HONGKONG BANK OF CANADA LOCATION

IANOLTAGIIOOO	GROUPS	UPPER-LEVEL MANAGERS		MIDDLE OR	OTHER MANAGERS		PROFESSIONALS	O IANOL SOURCE CHARGO	AND TECHNICIANS			SUPERVISORS		FORFMEN / WOMEN		
OHARTE	OF SALARY RANGE	3 00 01	100	\$25,000 - \$27,499 4	\$10,000 - \$12,499 2	\$22,500 - \$24,999 4	\$22,500 - \$24,999 2	77	2		4	m			2	
ALL EMPL	NBR MEN		0 ,		a a		aa,	ac					ac			
EMPLOYEES	WOMEN COL 4	aaa	0 0		7 7 0 0			90					00			
ABOR IGIN TOTAL	NBR COL 5 C	aaa		a	aa	a	900	ac	a	0	0	a	00	0	a	0
AL PEOPLES	COL 5 COL 6 COL 7				00			ac		0	0				0	
					aa			00					0			
/DISABILITIES	COL 8 COL 9 COL 10	000			00	00				0	0				0 0	
VISIBLE MIN	COL 11 COL 12 COL 13	aaa		aa	90	00		00		0			0	0		
ORITIES	Z COL 13				00	00		00		0			00	0	0	

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

FORM 2 PART B PAGE 2

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 DESIGNATED CMA NATIONAL (CANADA) X PROVINCE/TERRITORY BRITISH COLUMBIA HONGKONG BANK OF CANADA

LOCATION	NATIONAL (CANADA) A TRUVINCE/ ILINITIO	E/ 1 E1/11 1 .	1										
		ALL	EMPLOYEES		ABOR I G	INAL PE	OPLES	PERS W	/DISABI	LITIES		VISIBLE MINORITIES	1155
OCCUPATIONAL GROUPS	TOP AND BOTTOM QUARTER OF SALARY RANGE COL 1	TOTAL NBR COL 2	MEN COL 3		NBR MEN WOMEN	MEN COL 6	WOMEN COL 7	NBR COL 8	MEN COL 9	NBR MEN WOMEN	0	MEN COL 12 C	WOMEN COL 13
CLERICAL WORKERS	\$12,500 - \$14,999 4 \$ 7,500 - \$ 9,999 2	28 28 2	anna	26 27 16 27 27 26 27	Nada	9999	vada	vada	aaa	lada	30-	N-0	745
SALES WORKERS	3mu(-	aaaa	adaa	aaaa	aaaa	adda	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	dada
SERVICE WORKERS	\$27,500 - \$29,999 4 \$27,500 - \$29,999 2	aaar	adar	0000	adaa	0000	aaaa	aaaa	odda	aaaa	ooda	aaaa	adaa
SKILLED CRAFTS AND TRADES WORKERS	300	0000	aaaa	aaaa	aaaa	aaaa	adaa	aaaa	dodd	aaaa	aaaa	0000	adda
SEMI-SKILLED MANUAL WORKERS	3m04-	aaaa	dada	adda	odda	aada	dada	dada	adaa	aaaa	0000	aaaa	dada
OTHER MANUAL WORKERS	480-	aaaa	aaaa	dada	dada	aaaa	0000	aaaa	dada	aaaa	oodo	9999	dddd
TOTAL NUMBER OF EMPL	OF EMPLOYEES	06	5	85	2 :: 2	0	2	2	0 =====================================	2 = = = = = = = = = = = = = = = = = = =	11	8	80       

OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES

FORM 2 PART C PAGE 1

INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 DESIGNATED CMA X PROVINCE/TERRITORY BRITISH COLUMBIA NATIONAL (CANADA) HONGKONG BANK OF CANADA LOCATION

		ALL	EMPLOYEES		ABORIG	INAL PE	OPLES	PERS W	/DISABI	LITIES	VISIBLE	VISIBLE MINORITIES	1ES
OCCUPATIONAL GROUPS	OF SALARY RANGE COL 1	NBR COL 2	MEN COL 3	WOMEN COL 4	NBR COL 5	NBR MEN WOMEN	WOMEN COL 7	NBR COL 8	OL 8 COL 9 COL 10		NBR COL 11 CC	MEN W	WOMEN COL 13
UPPER-LEVEL MANAGERS	3mar	aaaa	aaaa	aaaa	aaaa	9999	aaaa	aaaa	9999	aaaa	dada	aaaa	dddd
MIDDLE OR OTHER MANAGERS	\$ 5,000 - \$ 7,499 4	-00-	-000	ada-	aaaa	9999	9999	9999	aaaa	aaaa	0000	aaaa	9999
PROFESS I ONALS	TWO!	0000	9999	aaaa	aaaa	0000	aaaa	aaaa	aaaa	odda	9999	aaaa	aaaa
SEMI-PROFESSIONALS AND TECHNICIANS	#MUF	9999	9999	aaaa	aaaa	9999	9999	0000	aaaa	aaaa	0000	aaaa	aaaa
SUPERVISORS	#MQF	9999	aaaa	aaaa	aaaa	9999	aaaa	9999	aaaa	aaaa	aaaa	aaaa	dada
FOREMEN/WOMEN	3mu-	aaaa	0000	aaaa	aaaa	9999	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa

		SAPADION TEMPORARY FMD OVERS	· Janoac	TEMBORAS	O LAMPI O	VFFS			FORM 2		PART C PA	PAGE 2
ACANAD OF CANADA		OCCUPATIONAL GROUPS: LEFT GRANT COLLEGE BANKING-TYPE INTER	OR: CHARTE	RED BANK	(S AND 0	THER BA	NK I NG-T	YPE INT	ER REPO	REPORTING PERIOD	PERIOD	1989
DAIN	AL (CANADA) X PROV	X PROVINCE/TERRITORY BRITISH COLUMBIA	RITISH CO	AL UMB I A		DESI	DESIGNATED CMA	CMA			-	
LUCALION		ALL EMPL	EMPLOYEES	ABOR I G	ABORIGINAL PEOPLES	PLES	PERS W/	W/DISABILITIES	ITIES	VISIBLE	E MINORITIES	TIES
OCCUPAT I ONAL GROUPS	BOTTOM QUA	TOTAL NBR MEN COL 2 COL	WOMEN 3 COL 4	NBR COL 5	MEN COL 6	WOMEN COL 7	NBR COL 8	MEN COL 9 C	WOMEN COL 10	NBR COL 11	MEN COL 12 (	WOMEN COL 13
CLERICAL WORKERS	\$20,000 - \$22,499 4 8 8 0 - \$ 2,499 2 1		5 75 12 159 38 249	dele	000	arr	aaa	aaa	aaa	13 28 64 64	12 44	24 24 52
NA LORKERS	7	00	00	99	000	999	999	dad	aac	dac	ddc	dda
	2	aa	00	aa			d	a		0	o	o
	4	00	000	ac	de	00	00	00	aa	aa	90	da
SERVICE WORKERS	70-	999	999		aa	aa	00	aa	aa	dd	aa	dd
	<b>3</b>	00	00		00	00	00	aa	aa	aa	00	00
SKILLED CRAFTS AND TRADES WORKERS		aaa		aa	aa	aa	aa	aa	aa	da	da	ad
SEM - SK II FD MANUAL	<b>4</b> F	00			999	ada	999	dac	aac	aac	000	999
WORKERS	25	aa	99	aa	d		a		a	0	a	d
	476	00	00	00	aa	90	aa	00	99	aa	da	dd
OTHER MANUAL WORKERS	201-	00	99		aa	aa	aa	aa	da	da	da	aa

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES

FORM 3 PART A

75
287
- 11
9
13
9
2
1,041
349
1,390
TOTAL NUMBER EMPLOYEES 1,390

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES

FORM 3 PART B

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

LOCATION	(CANADA)	X_PROV	INCE/TERR	X_PROVINCE/TERRITORY BRITISH COLUMBIA	TISH COLU	MBIA						
SALARY RANGES	TOTAL COL 1	EMPLOYEES MEN COL 2	MOMEN SOL 3	ABORIGINAL PEOPLES TOTAL MEN WOMEN COL 4 COL 5 COL 6	IGINAL PE MEN COL 5	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	WOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES TOTAL MEN WOM COL 10 COL 11 COL	WOMEN WOMEN COL 12
UNDER - \$2,499	a	o	0	a	a	0	0	o	0	0	a	q
\$2,500 - \$4,999	0	0	a	0	0	0	0	a	0	d	o	9
\$5,000 - \$7,499	0	a	a	0	0	0	0	0	0	d	d	0
87,500 - 89,999	18	2	16	0	a	0	0	0	a	2		7
\$10,000 - \$12,499	56	2	54	+	a	-	-	0	-	5	2	
\$12,500 - \$14,999	7	0	7	-	a	-		0	-		d	
\$15,000 - \$17,499	7	0	17	0	a	0	0	0	0	a	d	9
\$17,500 - \$19,999	-	0	+	a	a	0	0	d	a	a	d	
\$20,000 - \$24,999	2	0	2	a	a	0	0	0	0	0	o	
\$25,000 - \$29,999	2	+		O	a	0	0	0	0	o	d	
\$30,000 - \$39,999	0	0	0	0	a	0	0	0	d	0	d	
666 648 - 000 048	a	0	0	o	0	a	0	0	0	O.	o	9
S50,000 - AND OVER	0	0	0	0	a	a	0	o	a	d	d	
TOTAL NUMBER EMPLOYEES	06	5	85	2	0	2	2	0	2	11		

SALARY SUMMARY : TEMPORARY EMPLOYEES

FORM 3 PART C

INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 \_\_NATIONAL (CANADA) X\_PROVINCE/TERRITORY BRITISH COLUMBIA\_ HONGKONG BANK OF CANADA LOCATION

SALARY RANGES	TOTAL COL 1	ALL EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES FAL MEN WOMEN TO THE COL 5 COL 6	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	MOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES TOTAL MEN WOM COL 10 COL 11 COL	WOMEN WOMEN COL 12
UNDER - \$2,499	169	22	147		a	-	0	0	0	35	10	25
\$2,500 - \$4,999	105	14	91	0	0	0	0	o	. a	26	2	24
\$5,000 - \$7,499	85	6	76	0	a	o	0	a	0	18		17
\$7,500 - \$9,999	83	9	77	0	a	0	a	0	0	12	2	6
\$10,000 - \$12,499	52	+	51		0	-	0	0	0	4	0	T T
\$12,500 - \$14,999	43	77	39	0	0	0	0	0	0	80	6	1
\$15,000 - \$17,499	60	0	80	O	0	0	0	0	0	2	a	2
\$17,500 - \$19,999	2	0	2		0	-	0	0	0	0	a	d
\$20,000 - \$24,999	2	+		0	a	0	0	0	0	0	a	
\$25,000 - \$29,999	0	o	a	d	0	a	0	0	0	a	a	
\$30,000 - \$39,999	0	o	0	0	a	0	d	0	a	o	d	
. 666 648 - 000 048	a	0	a	0	0	0	0	a	0	0	a	
\$50,000 - AND OVER	0	d	0	0	0	O	a	0	0	0	a	9
TOTAL NUMBER EMPLOYEES	546	57	492	3	0	3	0	0	0	105	19	98

PERMANENT FULL-TIME EMPLOYEES HIRED

FORM 4 PART A

												(
HONGKONG BANK OF CANADA			INDUSTRIAL	SECTOR:	CHARTER	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	ND OTHER	SANK ING-T	PE INTER	REPORTIN	G PER 100	1989
NATIONAL (CANADA)	(CANADA)	X_PROV	X_PROVINCE/TERRITORY BRITISH COLUMBIA	TORY BRI	TISH COL	UMB 1A						
TIONAL	ALL	ш с	ES WOMEN	ABOR TOTAL	ABORIGINAL PEOPLES AL MEN WOME L COL 5 COL	EOPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	WOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES TAL MEN WON TO COL 11 COL	TIES WOMEN COL 12
	- <b>4</b>	50L 2	, 0	0	0	0	O	a	a	_2_	2_	9
UPPERSON OTHER MANAGERS	42	22	20	a	0	o	o	0	0	14	7	7
PROFESSIONALS	6	7	2	0	a			+	0	5	3	2
SEMI-PROFESSIONALS AND	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	a	o	0	a	a	0	0	d	O	0	0
FOREMEN/WOMEN	0	o	a	0	0	0	0	a	a	0	a	o
CI FRICAL WORKERS	184	19	165	2	d	2	2		-	41	9	35
SALES WORKERS	a	o	0	0	0	0	0	0	0	o	a	9
SERVICE WORKERS	o	a	0	0	a	0	0	o	a	9	a	9
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	a	a	d	o	a	a	0	O	0	a	d	a l
TOTAL NUMBER OF EMPLOYEES HIRED	239	52	187	2	0	2		2	- 11	62	18	77

			PERMAI	NENT PART	-TIME EM	PERMANENT PART-TIME EMPLOYEES HIRED	RED			FORM 4 PART B	PART B	
HONGKONG BANK OF CANADA			INDUSTRIA	L SECTOR:	CHARTER	INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	ND OTHER E	SANK ING-T	YPE INTER	REPORTIN	G PERIOD	1989
LOCATION	NATIONAL (CANADA)	X_PROV	X_PROVINCE/TERRITORY BRITISH COLUMBIA	I TORY BRI	TISH COL	JMB I A						
OCCUPATIONAL GROUPS	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOMEN 4 COL 5 COL 6	EOPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	WOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES TAL MEN WON 10 COL 11 COL	TIES WOMEN COL 12
UPPER-LEVEL MANAGERS	0	0	0	0	0	0	0	a	a	0	0	9
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	a	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	q
SEMI-PROFESSIONALS AND IECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	O	0	0	0	0	0	0	0	0	9
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	a	q
CLERICAL WORKERS	14	0	14	0	0	0	0	0	0	-	a	
SALES WORKERS	0	a	0	a	0	0	0	0	0	0	a	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	a	0
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	o	d	0	0	0	a	0	0	q
TOTAL NUMBER OF EMPLOYEES HIRED	14	0	14	0	0	0	0	0	0 11	1	0	- H

## TEMPORARY EMPLOYEES HIRED

FORM 4 PART C

ADA) X_PROVINCE/TERRITORY BRITISH COLUMBIA
(CANADA)
NATIONAL
NOT TOU

HONGKONG BANK OF CANADA		_	INDUSTRIA	SECTOR:	CHARTER	ED BANKS A	INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	SANK ING-TY	PE INTER	REPORTIN		1989
OCATION NATIONAL (CANADA)	(CANADA)	X_PROV	INCE/TERR	X_PROVINCE/TERRITORY BRITISH COLUMBIA	TISH COL	JMB 1A						
TIONAL	TOTAL COL 1	EMPLOYEES MEN Y	WOMEN COL 3.	ABOR TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOME COL 4 COL 5 COL	EOPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	LITIES WOMEN COL 9	VISIB TOTAL COL 10	VISIBLE MINORITIES TOTAL MEN WOM COL 10 COL 11 COL	TIES WOMEN COL 12
MANAGERS	0	0	o	0	o	0	0	0	d	0	a	q
MIDDLE OR OTHER MANAGERS	_		0	0	a	0	a	0	0	0	d	q
PROFFSSIONALS	0	0	0	o	0	0	0	0	a	d	d	0
SEMI-PROFESSIONALS AND	0	0	0	0	0	0	0	0	.0	0	0	0
TECHNICIANS	C	0	o	a	O	0	a	0	O	0	0	0
A CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR	c	0	0	o	0	0	0	a	0	0	0	0
CLEBICAL WORKERS	255	04	215	-	O	+	0	0	0	29	15	52
SALES WORKERS	0	0	0	a	0	0	d	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	d	0	0	0	0	0
SKILLED CRAFTS AND	0	0 .	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL	0	0	0	0	0	0	0	0	0	o o	0	0
OTHER MANUAL WORKERS	0	0	o	a	a	0	0	o	0	0	О	q
TOTAL NUMBER OF EMPLOYEES HIRED	256	41	215		0		0	0	0	67	15	52

PERMANENT FULL-TIME EMPLOYEES PROMOTED

FORM 5 PART A

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 NATIONAL (CANADA) X PROVINCE/TERRITORY BRITISH COLUMBIA HONGKONG BANK OF CANADA LOCATION

OCCUPATIONAL GROUPS	ALL TOTAL COL 1	. EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOME COL 4 COL 5 COL	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	WOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORITIES TOTAL MEN WOM COL 10 COL 11 COL	MOMEN COL 12
UPPER-LEVEL MANAGERS	a	o	a	0	0	a	0	a	0	O	0	q
MIDDLE OR OTHER MANAGERS	52	16	36	o	a	O	0	0	0	10	3	7
PROFESS LONAL S	9	2	3	0	0	0	0	0	0	7	2	2
SEMI-PROFESSIONALS AND IECHNICIANS	0	0	0	0	0	С	0	0	0	0	0	0
SUPERVISORS	2	-	-	0	d	0	0	0	0	-	-	q
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	a	q
CLERICAL WORKERS	96	14	82		o	-	-	0	-	25	5	20
SALES WORKERS	+	0	-	0	0	0	0	0	0		d	
SERVICE WORKERS	0	0	0	0	0	0	0	0	a	0	0	q
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	9
TOTAL NUMBER OF EMPLOYEES PROMOTED	157	34	123	1	0		1	0	- 11	41	11	30
TOTAL NUMBER PROMOTIONS	164	35	129	-	0		1	0.	1	hh	12	32

PERMANENT PART-TIME EMPLOYEES PROMOTED

FORM 5 PART B

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 CANADA! X PROVINCE/TERRITORY BRITISH COLUMBIA HONGKONG BANK OF CANADA

I OCATION NATIONAL	(CANADA)	X PROV	X PROVINCE / IERKII OKT DALLISH COM	TOOL LAND	ו סוו האדאו	0 7						
TIONAL	TOTAL COL 1	EMPLOYEES MEN COL 2	WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOME COL 4 COL 5 COL	PLES WOMEN COL 6	PERSONS 1 TOTAL COL 7	W/ DISABILITIES MEN WOMEN COL 8 COL 9	MOMEN WOMEN COL 9	VISI TOTAL COL 10	VISIBLE MINORITIES TOTAL MEN WOM COL 10 COL 11 COL	WOMEN WOMEN COL 12
				0	a	d	0	o	0	0	a	q
UPPER-LEVEL MANAGERS	,			-	0	c	C	0	0	0	a	q
MIDDLE OR OTHER MANAGERS		0							c	-	c	0
PROFESSIONALS	0	a	a	0	a	0	0		,			
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0			
SUPERVISORS	0	0	0	0	0	0	d	0	0	d	0	0
FOREMEN/WOMEN	0	0	d	0	0	a	0	0	a	d	0	0
CLERICAL WORKERS	5	2	3	0	0	d	0	0	a	2	2	
SALES WORKERS	0	d	0	a	0	0	0	d	d	0	0	
SERVICE WORKERS	0	0	d	0	0	0	0	a	d	o ·	9	9 (
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	a		0	0	a	o	o	o		d	d	
TOTAL NUMBER OF EMPLOYEES PROMOTED	9	2	7	0	0	0 11	0	0	0	E	2	
TOTAL NUMBER PROMOTIONS	9	2	4	0	0	0	0	0	0	3	2	***************************************

- ii

#### TEMPORARY EMPLOYEES PROMOTED

FORM 5 PART C

1989 INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD NATIONAL (CANADA) X\_PROVINCE/TERRITORY BRITISH COLUMBIA HONGKONG BANK OF CANADA

LOCATION

	(	1	/									
OCCUPATIONAL GROUPS	ALL TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES TOTAL MEN WOME COL 4 COL 5 COL	OPLES WOMEN COL 6	PERSONS V TOTAL COL 7	W/ DISABIL MEN COL 8	MOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORI TOTAL MEN COL 10 COL 11	WOMEN COL 12
UPPER-LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	9	q
MIDDLE OR OTHER MANAGERS	0	0	O	0	0	0	0	0	0	0	o	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	d	a	q
SEMI-PROFESSIONALS AND IECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	a	0	a	a	o
FOREMEN/WOMEN	0	0	0	0	0	0	0	d	0	O	a	0
CLERICAL WORKERS	8	0	6	0	o	0	a	d	0	0	d	0
SALES WORKERS	0	0	0	a	0	0	0	a	d	d	0	0
SERVICE MORKERS	0	0	a	a	0	0	a	0	0	a	o	a
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	.0	0	0	0	0	0
SEMI-SKILLED MANUAL MORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	o	o	0	0	0	0	0	0	0	0	0	9
TOTAL NUMBER OF EMPLOYEES PROMOTED	3	0	3	0	0	0	0	0	0	0	0	0 =====================================
TOTAL NUMBER PROMOTIONS	က	0	က	0	0	0	0	0	0	0		.0

# PERMANENT FULL-TIME EMPLOYEES TERMINATED

FORM 6 PART A

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

LOCATION NATIONAL (CANADA)	(CANADA)	X_PROVI	INCE/TERR	X PROVINCE/TERRITORY BRITISH COLUMBIA	LISH COLL	MBIA						
TIONAL	ALL TOTAL COL 1	EMPLOYEES MEN V	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOMI	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	LITIES WOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORITIES  TAL MEN WON  10 COL 11 COL	TIES WOMEN COL 12
INDOCR - I FVF! MANAGERS	0	o	a	o	0	a	0	0	a.	0	a	q
MINDLE OF OTHER MANAGERS	43	28	15	0	o	a	0	a	d	7	77	9
PROFESSIONALS	5	2	3	0	a	a	0	d	0	2	0	2
SEMI-PROFESSIONALS AND	0	0	0	0	0	0	0	0	0	0	0	0
SIIPFRVISORS	o	a	O	0	0	0	0	0	0	a	d	9
FORFMEN/WOMEN	o	0	0	a	0	d	0	0	0	0	0	q
CI FRICAL WORKERS	130	13	117.	o	0	a	-	-	d	22	4	18
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	9
SERVICE WORKERS	a	0	0	0	0	d	0	d	0	0	0	9
SKILLED CRAFTS AND	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL .	0	0	0	0	0	0	0	0	0	0	0	0 .
OTHER MANUAL WORKERS	а	a	0	0	O	0	0	0	0	0	0	q
TOTAL NUMBER OF EMPLOYEES TERM NATED	178	43	135	0	0	0	- 11	1	0	28	80	20

## PERMANENT PART-TIME EMPLOYEES TERMINATED

FORM 6 PART B

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 \_\_NATIONAL (CANADA) X\_PROVINCE/TERRITORY BRITISH COLUMBIA HONGKONG BANK OF CANADA LOCATION

	ALL	44	ES	ABOR	IGINAL PE	OPLES	PERSONS	W/ DISAB	LITIES	VISIE	VISIBLE MINORIT	ITIES
OCCUPALIUNAL GROOPS	COL 1	COL 2	COL 3	COL 4	AL MEN WOMEN	COL 6	COL 7	COL 7 COL 8 COL 9	COL 9	COL 10	COL 11	COL 12
UPPER-LEYEL MANAGERS	0	0	O	0	0	0	0	0	0	0	a	q
MIDDLE OR OTHER MANAGERS	-	0	-	0	0	o	0	a	0	0	0	9
PROFESSIONALS	0	0	0	0	0	0	0	a	0	0	0	9
SEMI-PROFESSIONALS AND IECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	O	0	9
FOREMEN/WOMEN	0	0	0	0	0	0	a	0	a	0	0	0
CLERICAL WORKERS	18	М	15	0	0	0	-	0		67	8	9
SALES WORKERS	0	0	0	a	0	0	0	0	0	0	0	9
SERVICE WORKERS	0	a	0	0	0	a	0	0	0	o	0	q
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	a	o	a	a	o	a	0	0	0	0	q
TOTAL NUMBER OF EMPLOYEES TERMINATED	19	w	16	0	0	0	- II	0	-	m	က	0

TEMPORARY EMPLOYEES TERMINATED

FORM 6 PART C

HONGKONG BANK OF CANADA		_	NDUSTRIA	SECTOR:	CHARTERE	INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	ND OTHER	BANK I NG-T	YPE INTER	REPORTIN	IG PER 10D	1989
LOCATIONNATIONAL (CANADA)	(CANADA)	X_PROV	NCE/TERR	X PROVINCE/TERRITORY BRITISH COLUMBIA	TISH COL	MBIA	-					
OCCUPATIONAL GROUPS	TOTAL COL 1	EMPLOYEES MEN COL 2	ES WOMEN COL 3	ABOR TOTAL COL 4	ABORIGINAL PEOPLES AL MEN WOMI	OPLES WOMEN COL 6	PERSONS TOTAL COL 7	PERSONS W/ DISABILITIES TOTAL MEN WOMEN COL 7 COL 8 COL 9	MOMEN COL 9	VISIE TOTAL COL 10	VISIBLE MINORITIES TAL MEN WON 10 COL 11 COL	TIES WOMEN COL 12
UPPER-LEVEL MANAGERS	a	0	o	0	a	0	a	0	0	0	a	q
MIDDLE OR OTHER MANAGERS	0	0	0	0	a	0	0	0	a	a	O	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	o	0	9
SEMI-PROFESSIONALS AND IECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	9
FOREMEN/WOMEN	o	0	0	0	0	d	0	0	0	0	0	9
CLERICAL WORKERS	123	15	108	0	0	d	a	d	0	23	2	18
SALES WORKERS	0	0	0	0	0	0	0	0	0	O	a	0
SERVICE WORKERS	a	0	0	0	0	a	0	d	0	d	0	9
SKILLED CRAFTS AND IRADES WORKERS	0	0	0	0	0	0	0	0	0	Ö.	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	q
TOTAL NUMBER OF EMPLOYEES TERMINATED	123	15	108	0	0	0	0	0	0	23	5	18

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

FORM 2 PART A PAGE 1

ANAD 30 VINAG ONOVONOU	AUANAC			SUGNI	TRIALS	ECTOR:	CHARTER	ED BAN	(S AND	OTHER B	ANK I NG-	TYPE IN	ITER REP	NDIISTRIAI SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD	PER 100	1989
AND POLICE OF TANK	IAMOLTAN	AL (CANADA)		PROVINCE / TERRITORY	TERRITO	NR.Y				X_DES	X DESIGNATED CMA TORONIO	CMA IO	RONTO		1	
OCCUPATIONAL GROUPS		S	TOM	QUARTER	ALL E	EMPLOYEES	MEN	ABOR 1G TOTAL NBR	ABORIGINAL PEOPLES TOTAL NBR MEN WOME	OPLES WOMEN	PERS W TOTAL NBR COL 8	/DISABI	PERS W/DISABILITIES TOTAL NBR MEN WOMEN COL B COL 9 COL 10	VISIBLE TOTAL NBR COL 11 CC	MEN COL 12	MINORITIES MEN WOMEN DL 12 COL 13
UPPER-LEVEL MANAGERS	OVER	\$70	\$70,000	7mar		9	1111	aaaa	aaaa	aaaa			agaa	aaaa	dada	dada
MIDOLE OR OTHER MANAGERS		OVER \$17,500 -	\$70,000.	7527	16 20 28 28	147	0476	aaaa	aaaa	aaaa	raaa	-000	adaa	0440	0478	9-1-1
PROFESSIONALS				7507	aaaa	0000	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa
SEMI-PROFESSIONALS AND TECHNICIANS	NAL S			7m0r	aaaa	aaaa	aaaa	0000	aaaa	aaaa	aaaa	aaaa	aaaa	0000	aaaa	aaaa
SUPERVISORS	•			Jmar.	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	oooo	aaaa	dada	aaaa	dada
F OR EMEN / WOMEN				3mar	aaaa	aaaa	aaaa	adaa	aaaa	dadd	aaaa	aaaa	aaaa	9999	odda	adda

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

FORM 2 PART A PAGE 2

INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 X DESIGNATED CMA TORONTO PROVINCE/TERRITORY NATIONAL (CANADA) HONGKONG BANK OF CANADA NOTATION

LOCATION	NATIONAL (CANADA) PROVINCE/ TENNITOR	/ IENNIIO											
			EMPLOYEES		ABOR I G I	NAL PEC		PERS W	DISABII	LITIES		VISIBLE MINORITIES	TIES
OCCUPATIONAL GROUPS	BOTTOM QUA	TOTAL NBR COL 2 (	MEN COL 3	WOMEN COL 4	NBR COL 5	NBR MEN WOMEN		NBR MEN WOMEN	COL 9	WOMEN COL 10	NBR SOL 11	COL 12 C	WOMEN COL 13
CLERICAL WORKERS	\$27,500 - \$29,999 4 \$17,500 - \$19,999 2	4551	07-4	24 24 35	aaar	ada-	aaaa	aaaa	aaaa	aaaa	13 25	am-m	1992
SALES WORKERS	7m2-	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	dada	aaaa
SERVICE WORKERS	75 37	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	dada	aaaa	aaaa	aaaa	aaaa
SKILLED CRAFTS AND TRADES WORKERS	7 2 3	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	0000	dada	0000	aaaa	aaaa
SEMI-SKILLED MANUAL WORKERS	7500	aaaa	aaaa	aaaa	aaaa	adda	aaaa	aaaa	aaaa	aaaa	9999	aaaa	dada
OTHER MANUAL WORKERS	7.00	aaaa	aaaa	aaaa	aaaa	dada	aaaa	aaaa	dada	dada	0000	adaa	adda
TOTAL NUMBER OF EMPLOYEE	OF EMPLOYEES	167	61	106	- !	- 11 11 11 11	0	- 11	- "	0	96	31	65

OCCUPATIONAL GROUPS; PERMANENT PART-TIME EMPLOYEES

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 FORM 2 PART B PAGE 1 X DESIGNATED CMA IORONIO \_\_NATIONAL (CANADA) \_\_PROVINCE/TERRITORY \_ HONGKONG BANK OF CANADA LOCATION

OCCUPATIONAL GROUPS	TOP AND BOTTOM Q	UARTER	ALL TOTAL NBR	EMPLOYEES MEN WO	ME N	ABOR I GI TOTAL NBR	NAL PEC	PLES	PERS W/DISABILITIES TOTAL NBR MEN WOMEN	DISABI	WOMEN	VISIBLI TOTAL NBR	VISIBLE MINORITIES TOTAL NBR MEN WOME	WOMEN
UPPER-LEVEL Managers	700	7m2-	N Q Q Q Q	70000			9000	- 0000	2000	2000	2000	_ aaaa	2000	20000
MIDDLE OR OTHER MANAGERS		7 m 0 F	aaaa	aaaa	1 1 1 1	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa
PROFESSIONALS		7507	aaaa	aaaa	adaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa
SEMI-PROFESSIONALS AND TECHNICIANS		7500	aaaa	adaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	0000	adaa
SUPERVISORS		1534	aaaa	aaaa	aaaa	aaaa	aaaa	9999	9999	aaaa	aaaa	aaaa	aaaa	aaaa
F OREMEN/WOMEN		7500	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	9999	aaaa	aaaa

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

FORM 2 PART B PAGE 2

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 X DESIGNATED CMA TORONTO PROVINCE/TERRITORY NATIONAL (CANADA) HONGKONG BANK OF CANADA LOCATION

S10,000 - \$12,499	OCCUPATIONAL GROUPS	TOP AND BOTTOM QUARTER OF SALARY RANGE	ALL TOTAL NBR		N H	ABOR IG TOTAL NBR	INAL PE	OPLES	PERS W TOTAL NBR	PERS W/DISABILITIES TOTAL NBR MEN WOMEN	WOMEN	> P Z 3	SIBL TAL BR	ㅠ
S 7,500 - \$ 9,999 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	GROUPS	SOL 1 - \$12,499	200	COL		200	900	COL 7	8000	600	8	200	0	COL 11 COL 12 2 0 0 0
S S S S S S S S S S S S S S S S S S S	CLERICAL WORKERS	666'6 \$ -	dar	ar	aaa	00	aa	aa	aa	aa		aa		o-
S S S S S S S S S S S S S S S S S S S		7	0	0	0	a	0	0	a	0		9		0
S S S S S S S S S S S S S S S S S S S	SALES WORKERS	m	a	O	a	a	d	a	de	de		de		
S S S S S S S S S S S S S S S S S S S		2	aa	90	aa	aa	90	da	Pa					a
S S S S S S S S S S S S S S S S S S S		П	0	C	0	0	0	0	0	a		d	0 0	0
S S S S S S S S S S S S S S S S S S S	SEBVICE MORKERS		0	O	0	a	0	O	a	0		d		0
S S S MPLOYEES 3 1 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	פראלוכר אפונירים	2	ac	ac	de	ac	oc	oc	do	00		aa	00	
S EMPLOYEES  3 1 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0				,						c		c		
S S S S S S S S S S S S S S S S S S S		77	90	90								d		0
S S S MPLOYEES 3 1 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	SKILLED CRAFIS AND		0	0	C	0	0	a	О	О		d		0
S  S  FINALOYEES  S  The control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of	IKADES WORKERS		a	a	a	a	a	О	a	0		d	0	a
S  S  FINALOYEES  S  S  S  S  S  S  S  S  S  S  S  S				0	C	C	. 0	0	0	O	O		0	
S	ALINAM OF LILYS INTO		0	0	a	0	a	a	0	О		1		
S  S  EMPLOYEES  S  1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	MODIFIED MANUAL	e-parameter of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the co	0	0	a	а	0	a	a	d	9	_1		0
OF EMPLOYEES 3 1 2 0 0 0 0 0 0 0	MONNENS	Administration of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second of the second o	a	a	a	a	d	d	d	d		_	0	
0F EMPLOYEES 3 1 2 0 0 0 0 0 0		=	C	C	0	0	0	0	0	a		$\neg$		0
OF EMPLOYEES 3 1 2 0 0 0 0 0 0	DAUGE MANIET WORKED		C	0	o	a	0	a	a	o	9	_!		0
OYEES 3 1 2 0 0 0 0 0 0	UIHER MANUAL MUNNEN		C	0	o	0	O	a	a	a	9	[		0
OYEES 3 1 2 0 0 0 0 0			a	a	a	0	O	a	d	9		$\rightarrow$	0	
OVEES 3 1 2 0 0 0 0 0														
	TOTAL NUMBER		m	-	2	0	0	0	0	0	0	-	3	3 1

OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES

FORM 2 PART C PAGE 1

1989	
NDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989	TORONTO
OTHER BANKING-TYPE	X_DESIGNATED CMA IORONIO
CHARTERED BANKS AND	
INDUSTRIAL SECTOR:	PROVINCE/TERRITORY
F CANADA	NATIONAL (CANADA)
HONGKONG BANK OF	LOCATION

			ALL	EMPLOYEES		ABOR 1G	NAL PE	OPLES	PERS W	/DISABI	LITIES	VISIBLE	MINORI	TIES
GROUPS	OF SALARY RANGE	à	NBR COL 2	ME		NBR COL 5	MEN COL 6	WOMEN COL 7	TOTAL NBR COL 8	MEN COL 9	WOMEN COL 10 CC		MEN COL 12 CO	WOMEN COL 13
UPPER-LEVEL MANAGERS		3mn-	aaaa	aaaa	aaaa		aaaa	9999	aaaa	dada	0000	aaaa	aaaa	dadd
MIDDLE OR OTHER MANAGERS		7 00-	9999	0000	9999	aaaa	aaaa	0000	9999	0000	0000	9999	9999	aaaa
PROFESSIONALS		7000	9999	aaaa	aaaa	odda	aaaa	aaaa	aaaa	9999	aaaa	9999	ooda	dada
SEMI-PROFESSIONALS AND TECHNICIANS		3m0-	9999	9999	0000	aaaa	aaaa	aaaa	aaaa	0000	aaaa	9999	aaaa	aaaa
SUPERVISORS		7m2-	aaaa	aaaa	aaaa	aaaa	9999	aaaa	aaaa	9999	aaaa	aaaa	0000	9999
FOREMEN/WOMEN		7mar	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa

OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES

FORM 2 PART C PAGE 2

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

TOWNS BANKS BANKS		j						N DF S	X DESTENATED CMA TOBONTO	CMA	ORONTO				
LOCATION NATIONAL	(CANADA)	PROVINCE/IERRITURY	KIIUKY					- 4-05		1					
			ALL EMP	EMPLOYEES		ABOR I G	INAL PE	OPLES	PERS V	I/DISAB	ILITIES		E MINO	MINORITIES	
OCCUPATIONAL TOP GROUPS OF 8	OTTOM QUA RANGE 1	TER TOTAL  NBR  COL 2 C	AL MEN 2 COL 3		WOMEN COL 4	NBR COL 5	MEN COL 6	WOMEN COL 7	NBR COL 8	MEN COL 9	WOMEN COL 10	NBR COL 11	COL 12	WOMEN COL 13	
S12, CLERICAL WORKERS S 0	500 - \$14,999	200	1	dark		adac	dada		daaa	aaaa		THO M		W. 7. 9	phym
SALES WORKERS		700	9000	9000		aaaa	aaaa	aaaa	aada	aaaa	aaaa	aaaa	aaaa		dada
SERVICE WORKERS		7500	aaaa	aaaa	aaaa	aaaa	aaaa	dada	adda	aaaa	aaaa	aaaa	aaaa		dddd
SKILLED CRAFTS AND TRADES WORKERS		7534	aaaa	0000	aaaa	aaaa	adaa	dada	adad	agaa	aaaa	aaaa	adaa		dddd
SEMI-SKILLED MANUAL WORKERS		7587	aaaa	9999	aaaa	aaaa	aaaa	dada	dada	aaaa	aaaa	aaaa	aaaa		adada
OTHER MANUAL WORKERS		1234	aaaa	9999	aaaa	dada	adda	aaaa	dada	aaaa	aaaa	9999	aaaa		adaa
TOTAL NUMBER OF EMPLOYEES	WPLOYEES	10 11 11 11 12 11 11	35	7	28	0	0	0	0	0	0	25	11 12 13 13 13	5 1.	_

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

FORM 2 PART A PAGE 1

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 X DESIGNATED CMA YANCOUVER \_\_NATIONAL (CANADA) \_\_PROVINCE/TERRITORY HONGKONG BANK OF CANADA LOCATION

			ALL	EMPLOYEES		ABOR I G I	NAL PEOPL		ERS W/	I SABIL!		VISIBLE	VISIBLE MINORITIES	TIES
OCCUPATIONAL GROUPS	10 PF	P AND BOTTOM QUARTER SALARY RANGE COL 1	NBR COL 2 C	MEN COL 3	WOMEN COL 4	TOTAL NBR COL 5	TOTAL  NBR MEN WOMEN  COL 5 COL 6 COL 7		NBR OL 8	NBR MEN WOMEN COL 8 COL 9 COL 10	U	NBR COL 11 C	COL 12 C	WOMEN COL 13
UPPER-LEVEL MANAGERS	OVER \$70	,000	1040	YOM?	99-19	dada	aaa	aaa	aaa	aaa	aaa	aan	aam	ada
MIDDLE OR OTHER MANAGERS	OVER \$15,000 -	\$70,000 4 \$17,499 2	24 79 129 98	24 564 27 27	9222	aaaa	aaaa	aaaa	ama-	amra	darr	2 2 2 8	-7422	0007
PROFESSIONALS	\$65,000 -	\$69,999 # \$22,499 <u>3</u>	15 15 32 32	11 21 19	24 22 13	aarr	aaaa	darr	adar	000-	aaaa	2 7 7 8 8		7777
SEMI-PROFESSIONALS AND TECHNICIANS		7m2-	aaaa	aaaa	0000	aaaa	aaaa	aaaa	aaaa	aaaa	9999	aaaa	aaaa	oooo
SUPERVISORS	\$25,000 -	\$27,499 4 \$22,499 2	23	aaar	0740	aaaa	aaaa	aaaa	aaaa	0000	aaaa	4-9-	adar	N-da
FOREMEN/WOMEN		- NME	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	0000	aaaa	0000	aaaa	aaaa

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

FORM 2 PART A PAGE 2

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

LOCATION	NATIONAL (CANADA)PROVINC	PROVINCE/TERRITORY	>				NATED C	X_DESIGNATED CMA YANCQUYER			
UPAT 10N GROUPS WORKER	TOP AND BOTTOM QUARTER OF SALARY RANGE   \$27,500 - \$29,999   4	ALL TOTAL NBR COL 2 20 102	٣ ا ا	272 272 272 272 272	ABORIGINAL PEOPLES TOTAL NOMEN NOBS COL 6 COL 7 0 0 0 2 2 0 2		ERS W/E	PERS W/DISABILITIES TOTAL TOTAL COL 8 COL 9 COL 10 C 0 0 0 0 0 0 0 0	VISIBL TOTAL NBR SOL 11	WEN ON THE NO.	WOMEN COL 13 19
SALES WORKERS	- \$29,999	193	g 0000			aaaa	aaaa	- 0000		aaaa	
SERVICE WORKERS	300-	aaaa	aaaa	9999	9999	aaaa	aaaa	0000	0000	0000	
SKILLED CRAFTS AND TRADES WORKERS	300-	aaaa	aaaa	aaaa	9999	aaaa	aaaa	aaaa	aaaa	aaaa	
SEMI-SKILLED MANUAL WORKERS	700	aaaa	aaaa	aaaa	9999	aaaa	aaaa	aaaa	aaaa	aaaa	
OTHER MANUAL WORKERS	222	aaaa	0000	aaaa	9999	aaaa	aaaa	aaaa	0000	aaaa	
TOTAL NUMBER OF EMPL	OF EMPLOYEES	1,067	290		9	80	- "	9	5 277	75	202

OCCUPATIONAL GROUPS; PERMANENT PART-TIME EMPLOYEES

FORM 2 PART B PAGE 1 INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 X\_DESIGNATED CMA YANCOUVER \_\_NATIONAL (CANADA) \_\_PROVINCE/TERRITORY \_\_ HONGKONG BANK OF CANADA LOCATION

OCCUPATIONAL	TOP AND BOTTOM QU OF SALARY RANGE COL 1	QUARTER	ALL EP TOTAL NBR P	EMPLOYEES MEN WOI	MEN L WEN	ABOR IGI TOTAL NBR COL 5		PLES WOMEN COL 7	PERS W, TOTAL NBR COL 8	PERS W/DISABILITIES TOTAL NBR MEN WOMEN COL 8 COL 9 COL 10	WOMEN OL 10	VISIBLE TOTAL NBR COL 11 (	VISIBLE MINORITIES TOTAL NBR MEN WOMEI	WOMEN COL 13
UPPER-LEVEL MANAGERS		#mai-	aaaa	aaaa	aaaa	aaa	aaaa	aaa	aaaa	aaaa	oooo	aaaa	aaaa	aaaa
MIDDLE OR OTHER MANAGERS	\$25,000 - \$27,499 \$10,000 - \$12,499	7 m C		aaaa		aaaa	9999	aaaa	aaaa	9999	aaaa	aaaa	aaaa	dada
PROFESSIONALS	\$22,500 - \$24,999 \$22,500 - \$24,999	3ma-	aaar	aaaa	aaar	- aaaa	0000	aaaa	aaaa	0000	0000	9999	aaaa	aaaa
SEMI-PROFESSIONALS AND TECHNICIANS		700-	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	aaaa	0000	aaaa	aaaa	aaaa
SUPERVISORS	1   1	2mar	9999	aaaa	aaaa	aaaa	aaaa	aaaa	9999	9999	aaaa	9999	0000	aaaa
FOREMEN/WOMEN		700-	aaaa	0000	aaaa	aaaa	aaaa	aaaa	9999	aaaa	0000	aaaa	9999	cooo

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

FORM 2 PART B PAGE 2

INDUSTRIAL SECTOR; CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

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TOTAL NUMBER OF EMPLOYEES

OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES

FORM 2 PART C PAGE 1

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

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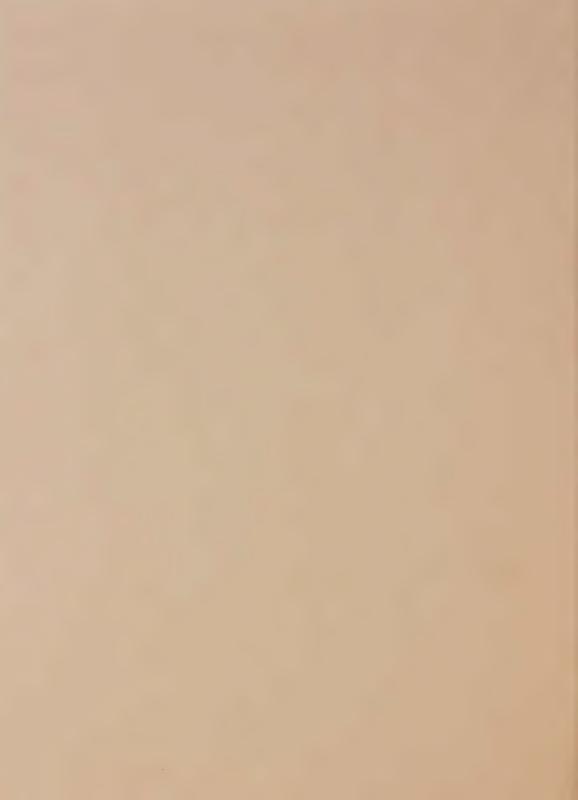
OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES

FORM 2 PART C PAGE 2

INDUSTRIAL SECTOR: CHARTERED BANKS AND OTHER BANKING-TYPE INTER REPORTING PERIOD 1989 HONGKONG BANK OF CANADA

LOCATIONNATIONAL (CANADA)	UPATIONAL TOP GROUPS OF	CLERICAL WORKERS S 0 - 5 2	SALES WORKERS	SERVICE WORKERS	SKILLED CRAFTS AND TRADES WORKERS	SEMI-SKILLED MANUAL WORKERS	OTHER MANUAL WORKERS	
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#### **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

#### LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



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INDUSTRIES JIM PATTISON LTÉE.

<sup>9</sup> Minister of Supply and Services Canada 1990

<sup>9</sup> Ministre des Approvisionnements et Services Canada 1990

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Employment and Emploi et Immigration Canada

#### (Subsections 4(1) and 6(1) | paragraphes 4(1) et 6(1)) SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION REPORT SUMMARY AND CERTIFICATION OF ACCURACY EQUITÉ EN MATIÈRE D'EMPLOY IDENTIFICATION D'EXACTITUDE

Form Formulaire

-	MAME OF EMPLOYER	FULL LEGAL NAME - NOM LEGAL AU COMPLET	ent.		COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE	RAISON SOCIALE		
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	DE	157	28			(9) TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARIÉS AU CANADA	,	157
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NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTAL VOIR MSTRUCTIONS POUR REMAIN ROUS LES FORMULAIRES

(MF 3847(9:86)

SIGNATURE \_\_\_

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: DATE \_

Emploi et Iromigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Formulaire 2 Partie A, Page 1

19 61

Reporting Period: Periode de rapport:

Tele con mumertin.

Industrial Sector: Branche d'activité:

Jim Pattiin Browled Broug

NOTE: See instructions NOTA. Voir instructions

Name of Business: Nom de l'entreprise:

gratunt

Col 13 Members of Visible Minorities Membres des minorités visibles Men Col. 12 Total Number Nombre total Col. 11 Women Col. 10 Designated CMA (specify) RMR designée (préciser) Persons with Disabilities Personnes handicapées Men Hommes Col. 9 Total Number Nombre total Col. 8 Province Territory (specify) frill the thing Women Col. 7 Abonginal Peoples Autochtones Men Hommes Col. 6 Total Number Nombre total Col S Women Col 4 3 23 All Employees Tous les salariés Men Hommes Col. 3 274 708 2 122 Total Number Nombre total Col 2 3 سلم 37 9 7 Quart National (Canada) 4 Top and bottom of salary range Maximum et minimum de l'échelle de remunération Lacost accort 70,000 1000 JO OTHER 2000 6.2561 45000 15000 21000 00024 Col. 1 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et Upper-tevel managers Cadres superieurs Semi-professionals and technicians Semi-professionnels et Foremen/women Contremaitres Location-Endroit Professionals Professionnels autres cadres Supervisors techniciens

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

EMP 3871 (9-86)

I refers to the lowest salary quarter; 4 refers to the highest salary quarter/ I représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

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Formulaire 2 Partie A, Page 2

Employment and Immigration Canada Emploi et Immigration Canada

NOTA: Vor instructions	Top and bottom of salary range			All Employees Tous les salaries		Ab	Aboriginal Peoples Autochtones	\$	Perso	Persons with Disabilities Personnes handicapees	lities pées	Membe	es des	Members of Visible Minorities Membres des minorites visibles
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Service workers Employes du secteur des services		4 m % -												
Skilled crafts and trades workers Travailleurs qualifies et artisans		4 E C -												
Semi-skilled manual workers Travailleurs manuels spēcialises		4 W 7 ~												
Other manual workers Autres travailleurs manuels		4 E 7 -												
TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES	OF EMPLOYEES		157	ols	79							12		

EMP 3871 (9:86) P.2

1 refers to the lowest salany quarter. 4 refers to the highest salang quarter 1 represente les salaires du quart le moins éleve; 4 represente les salaires du quart le plus éleve

Employment and Immigration Canada Emploi et Immigration Canada OCCUPATIONAL GROUPS; PERMANENT PART-TIME EMPLOYEES\* CATÉGORIES PROFESSIONNELLES; SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Formulaire 2 Partie B, Page 1 83 61 Reporting Period: Période de rapport:

> Telemmenterio modenti

> > Industrial Sector: Branche d'activite:

Designated CMA (specify) RMR designée (préciser)

Bituit Chumbia

Province / Territory (specify)
Province / territoire (preciser)

National (Canada)

Jim Pathson Broadcast Group

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise: Location-Endroit

Aboriginal Peoples Autochtones

Persons with Disabilities Personnes handicapees

Members of Visible Minorities Membres des minorites visibles

Men Col. 12

Total Number Nombre total Col. 11

Women Col. 10

Men Total Number Nombre total Col. 8 Women Col 7

> Men Col 6

> Total Number Nombre total Col. S

Women Col 4

Total Number Nombre total

Quarter

Top and bottom of salary range Maximum et minimum de l'echelle de remuneration

Occupational Groups Caregories professionnelles

Col 3

Cot. 2

Col 1

Upper-level managers Cadres superieurs

All Employees Tous les salariés Men Hommes Col 13

Col. 9

: 49 4

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500000 37199

Semi-professionals and technicians Semi-professionnels et

Professionals Professionnels

Middle or other managers Cadres intermédiaires et

autres cadres

Supervisors

rechniciens

Foremen/women

1 MF 3886 (9:86) F 1 Contremaitres

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

Trefers to the lowest salary quarter; 4 refers to the highest salary quarter!

I represente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canadä

	Top and bottom			All Employees		AP	Aboriginal Peoples Autochtones		Persol	Personnes handicapées	ees	Membre	Membres des minorites visibles	ites
Occupational Groups Categories professionnelles	Maximum et minimum de l'echelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	
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Sales workers Employes du secteur de la vente	2000	4 % %			,			•						
Service workers Employes du secteur des services		3 2												
Skilled crafts and trades workers Travailleurs qualifies et artisans		2 3 4									•			
Semi-skilled manual workers Travailleurs manuels specialises		3 4												
Other manual workers Autres travailleurs manuels		3 4												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	TOTAL NUMBER OF EMPLOYEES		88	20	02									_

r Mr 1686 (9-86) F 3

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter!

Trepresente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

NOTE: See instructions

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN\*

form formulaire 3 Partie A

NOTA: Voir instructions				ACTE SALARIA	AL SALAMES	FRUFIL SALANIAL. SALANIES FERMANENIS A IEMPS FLEIN	H IEMILS FLEIN				Formulair	Formulaire Partie A
Name of Business: Nom de l'entreprise:	Jim Path son broodesting	bond	cath	- 1			Industrial Sector: Branche d'activite:		Le comm	Tele communications	isis	
Location-Endroit	National (Canada)	(Canada) (Canada)		Province / Territory (specify) Province / territoire (preciser)	ory (specify) wre (preciser)	British	British Columbia	3	Repor		69 61	
		All Employees Tous les salaries			Aboriginal Peoples Autochtones	les	Pers	Persons with Disabilities Personnes handicapées	es	Memb	Members of Visible Minorities Membres des minorités visibles	orities
ECHELLES DE REMUNERATION	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col. 2	Col 3	Col 4	Col. 5	Col. 6	Col 7	Col 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$10,000	~		C									
\$10,000 - \$14,999	7	2	6.8									
\$15,000 - \$17,499	11	6	rd.									
\$17,500 - \$19,999	01	2	8									_
\$20,000 - \$22,499	71	ħ	61.									
\$22,500 - \$24,999	15	0	0									
\$25,000 - \$27,499	7	6	0			-						_
\$27,500 - \$29,999	70	15/	;0									
\$30,000 - \$34,999	37	23	7					,				
\$35,000 - \$39,999	21	12										
\$40,000 - \$49,999	6	7	2								1	/
666'69\$ - 000'05\$												
\$70,000 and over	7	Ċ										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	157	56	77								~	ή

LMP 3848 (9-86)

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires

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Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

form Partie B Fartie B

Women Col. 12 Members of Visible Minorities Membres des minorités visibles Men Hommes Col. 11 3 Weenmen colons Reporting Period: 19
Periode de rapport: Burdialle Total Number Nombre total Col. 10 Women 6 loo Persons with Disabilities Personnes handicapees Men Col 8 Industrial Sector: Branche d'activité: Chuba Total Number Nombre total Col. 7 Britich Women Col. 6 Aboriginal Peoples Autochtones Men Province / Territory (specify) Province / territoire (preciser) Col 5 Total Number Nombre total Col 4 Jim Puttison Browlead Gray Women Col 3 S 2 All Employees Tous les salaries Men Hommes 3 8 Col. 2 3 9 1 National (Canada) National (Canada) Total Number Nombre total Col 1 28 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES \$50,000 erplus \$15,000 - \$17,499 \$20,000 - \$24,999 \$30,000 - \$39,999 SALARY RANGES ECHELLES DE RÉMUNÉRATION \$10,000 - \$12,499 \$12,500 - \$14,999 \$17,500 - \$19,999 \$25,000 - \$29,999 \$40,000 - \$49,999 Under \$2,500 Moins de \$2,500 \$2,500 - \$4,999 \$5,000 - \$7,499 \$7,500 - \$9,999 NOTE See instructions NOTA Voir instructions Name of Business: Nom de l'entreprise: Location-Endroit

EMP 3849 (9-66)

Use separate Parts for permanent full-time and temporary employees
Unities les autres partres pour les salaries permanents à temps plein et les salaries temporaires

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PERMANENT FULL-TIME EMPLOYEES HIRED\*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Industrial Sector: Branche d'activité

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Jim Pettinin Brookeard

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:

Location-Endroit

Form Formulaire A Partie A

Telecommentation

19 87

Reporting Period: Période de rapport:

Clembia

Roberte

Women Col. 12 Members of Visible Minorities Membres des minorités visibles Men Col. 11 Total Number Nombre total Col. 10 Women Col. 9 Persons with Disabilities Personnes handicapées Men Col. 8 Total Number Nombre total Col. 7 Women Col. 6 Ritich Aboriginal Peoples Autochtones Men Col. S Province / Territory (specify)
Province / territore (préciser) Total Number Nombre total Col. 4 Women Col. 3 00 5 All Employees Tous les salariés Men Col. 2 Õ 4 National (Canada) National (Canada) Total Number Nombre total 00 2 Coll. 1 3 3 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Sales workers Employes du secteur de la vente Autres travailleurs manuels Other manual workers Upper-level managers Clerical workers Employes de bureau Cadres superieurs Foremen/women Service workers Professionals Professionnels Contremaitres Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariès permanents à temps partiel et les salariès temporaires

(MP 3870 (9:86)

Canada

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL\*

Form A Part B Forme B

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col. 11 Teleconomin calini Burderille Total Number Nombre total Col 10 Reporting Period: Periode de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Province l'erritory specify) Pittil (Aluntie Industrial Sector: Branche d'activite: Col. 7 Women Gol 6 Aboriginal Peoples Autochtones Men Hommes Col. 5 Total Number Nombre total Col. 4 Jim Patterion Brooderd Hours Women Col 3 All Employees Tous les salariés Men Hommes Col. 2 3 Total Number Nombre total National (Canada) Col. 1 27 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens t mployes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Sales workers f mployès du secteur de la vente NOTE See instructions NOTA Voir instructions Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: t mployes de bureau Contremaitres Clerical workers Service workers Location-Endroit Professionals Professionnels Supervisors

Canadä

1 MF 3890 (9-86)

TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS

Autres travailleurs manuels Other manual workers

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

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NOTE: See instructions NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form S Part A Formulaire S Partie A

Women Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou a l'intérieur de laquelle ils ont eté promus en derniet) Men Hommes Col 11 Felenment without Reporting Period: Période de rapport: Brotherth Total Number Nombre total Col. 10 Women Col. 9 Persons with Disabilities Personnes handicapees Men Col. 8 Total Number Nombre total Industrial Sector: Branche d'activité: columbia Col. 7 Women Col. 6 Province / Territory (specify) Billing Aboriginal Peoples Autochtones Men Col. 5 in Pitting Burkered Burn Total Number Nombre total Col 4 Women Col. 3 All Employees Tous les salaries Men Col. 2 Total Number Nombre total National (Canada) Col. 1 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers Employes du secteur de la vente Travailleurs qualifies et artisans Travailleurs manuels specialisés Semi-skilled manual workers Autres travailleurs manuels Upper-level managers Cadres superieurs Other manual workers Name of Business: Nom de l'entreprise: Employes de bureau ForemenAvomen Location-Endroit Clerical workers Service workers Professionals Professionnels Contremaitres Sales workers Supervisors

Canadä

TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

EMP 3869 (9 86)

5 Partie B

Form Formulaire

19 61

Reporting Period: Periode de rapport:

Brook

Industrial Sector: Branche d'activité:

Jim Pathin Broadend Jamps

NOTE: See instructions NOTA. Voir instructions Name of Business:

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AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL.

which they have been last promoted) Province / Territory (specify)
Province / territoire (préciser) National (Canada) Location-Endroit

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Canadä

Use separate Parts for permanent full-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps plein et les salaries temporaires

PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

6 Partie A Formulaire

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Hommes Col 11 19 69 Total Number Nombre total Col 10 Reporting Period: Periode de rapport: Freder tin Women Col. 9 Persons with Disabilities Personnes handicapees Men Hommes (ol 8 Total Number Nombre total Industrial Sector: Branche d'activité: Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Province | Territory (specify) 3. C. Province | Territoire (préciser) Men Col. S Total Number Nombre total Col 4 Patien Prosiden Women Col. 3 9 All Employees Tous les salariés Men Hommes Col. 2 ٢ 3 3 3 Total Number Nombre total National (Canada) 3 Col. 1 3 68 00 ص م Middle or other managers Cadres intermediaires et autres cadres Occupation al Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS 6 ---Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans Service workers Employes du secteur des services Sales workers Employés du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels NOTE: See instructions NOTA Voir instructions Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise: Clerical workers Employes de bureau furemen/women Contremaitres Location-Endroit Professionals Professionnels Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires \*

1 AP 3872 (9 86)

Canada

NOTE. See instructions NOTA Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form 6 Part 8

Canadä Women Col. 12 Members of Visible Minorities Membres des minorites visibles Men Hommes Col 11 13 61 Total Number Nombre total Col. 10 Brown Reporting Period: Periode de rapport: Women Col. 9 Persons with Disabilities Personnes handicapées Men Col. 8 Total Number Nombre total Industrial Sector: Branche d'activité: Col 7 Women Col. 6 Aboriginal Peoples Autochtones Men Col. 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 Trues Action Women Col. 3 1 All Employees Tous les salaries Men Hommes Col. 2 2 Total Number Nombre total National (Canada) 23 27 Col. 1 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCHONS Semi-professionals and technicians Semi-professionnels et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers travailleurs qualifies et artisans Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels Upper-level managers Cadres superieurs Clerical workers Employés de bureau Nom de l'entreprise Name of Business. + uremenwomen Location-Endroit Professionals Professionnels Confremaifres Sales workers Supervisors

(98-6) 688E JW

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps plein et les salaries temporaires .





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## LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

## **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989



CANWEST PACIFIC TELEVISION INC.

9105

Canadä

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<sup>©</sup> Ministre des Approvisionnements et Services Canada 1990

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Employment and Immgration Canada +

Emploret Immigration Canada

(Subsections 4(1) and 6(1) 1 paragraphes 4(1) et 6(1)) SCHEDULE II , ANNEXE II

EQUITÉ EN MATIERE D'EMPLOY: IDENTIFICATION DE L'EMPLOYEUR, SOMMARIY AND CERTIFICATION OF ACCURACY
EQUITÉ EN MATIERE D'EMPLOY: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Formulaire

TELEPHONE NUMBER NUMBERO DE TELEPHONE 8 7 6-13.4 CORPORATE SCEAU DE LA SOCIETE SEAL 287 287 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATHERE D'EMPLOI MEACODE MEACODE O 4 WEIN AAM-MAN. DAT. ONF P.E.L. + P. E. ASK -SASK ALTA. ALB. MFLD.-T-M QUE OC N.S.ALE N.B.-At.-& 8.C.-C.4 TKN - YUK. (3) TOTAL EMPLOYEES IN CANADA NOMBRE FOTAL DE SALARIES AU CANADA CanWest Pacific Television Inc. DESIGNATED CIM AS A MIN DESIGNÉES 287 DMONTON VANCOUVER COMMON ON BUSINESS NAME - NOM USUEL OU NAISON SOCIALE MONTREAL TORONTO WINNIPEG CALGARY HALIFAX REGINA (3) (E) GEOGRAPHIQUES **EMPLOYEES LOCATED IN** GEOGRAPHICAL Anita Hansen MAILING ADDRESS - ADMESSE POSTALE (INDICATE NUMBER OF (INDIQUER LE NOMBRE POSITION TITLE - TITME OU FONCTION DE SALARIES DANS CHAQUE SECTEUR) SECTEURS EACH AREA) Personnel AREAS HAT THE INFORMATION CONTAINED IN FORMS LEDGE OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT. TO THE BEST CH MY KNOWLEDGE AND BELLEF CKVU Same ATTESTE PARLES PRESENTES AU NOM DE (Nom de l'employeur) AIRES I A É DU PRÉSENT HÁPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS A TOUS ÉGANDS. HEREBY CERTIFY ON BEHALF OF (Name of employer) Θ 0 0 G NOMBRE DE SALABLES
287 NO OF EMPLOYEES NOMBRE DE SALARIES NO OF EMPLOYEES WOMBRE DE SALARIES NO OF EMPLOYEES SIGNATURE - SIGNATURE EMPLOYEES
MOMBRE DE SALARIES
TEMPORAIRES NUMBER OF TEMPORARY V5Y 3T9 22 Vancouver, B.C. NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DARGEANT DE L'ENTREPRISE 9 190 ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NA FIONALE PRINCIPALE CanWest Pacific Television Inc. Telecommunication Broadcasting President and General Manager PERMANENTS A TEMPS PARTIEL NUMBER OF PERMANENT PART TIME EMPLOYEES NOMBRE DE SALARIES 180 West 2nd Avenue, 42 Brinton OUE LES RENSEIGNEMENTS FOURMS DANS LES FORD Brinton (3) FULL LEGAL NAME - NOM LEGAL AU COMPLET INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ I NOUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 DATE - DATE POSITION TITLE - TITME OU FONCTION Ü NOMBRE DE SALARIES PERMANENTS A TEMPS PLEIN NUMBER OF PERMANENT FULL TIME EMPLOYEES Donald C. Donald 170 Θ 9 6 6 3 (2) 3 MOM DE L'EMPLOYEUR NAME OF EMPLOYER **EMPLOYMENT** CERTIFICATION AFTESTATION POSITION BRANCHE(S) CATEGORIES CATEGORIES D'EXACTITUDE INDUSTRIAL D'ACTIVITÉ SECTOR(S) ACCURACY OFFICERS AGENTS SALARIES ADDINE SS ALMESSE STATUS 30 90 - 9 w Z -U41-0X MA-AZZON 93 RECORL - OHZH-4-UKH-OZ zwa.oz-NDESKEY

Canadä

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Employment and Emplor et Immigration Canada

SCHEDULEII / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTHECATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EN MATIERE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Form Formulaire

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3 311003	FULL LEGAL NAME - NOM LEGAL AU COMPLET	<ul> <li>CanWest Pacific Television Inc.</li> </ul>	ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONAL  (3) 180 Lloct 2nd Avontue Vancouver.	PART DIST ACCUMANCE OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PAR	(5) Donald C. Brinton	,   0	<ul><li>President and Ger</li></ul>	INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ !	Telecommunication Broadcasting	INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2	INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3	INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4	(a)	3	NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALARIES	PERMANENTS A TEMPS PLEIN	170	Donald C. Brinton	THAT THE INFORMATION CONTAINED IN FC	JR. (NOM) OUR LES NENSEGNEMENTS FOURNIS DANS	3140	DAIR DAIR
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NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA, VOR INSTRUCTIONS POUR REMPLIE TOUS LES FORMULAIRES

LMF 3847(9-86)

CKVU-TV - CanWest Pacific Television inc. Channel 10 - Cable 13 180 West 2nd Avenue, Vancouver, B.C., Canada, V5r, 3T9 Telephone: (604) 876-1344

Facsimile (604) 874-8225 Telex 04-508641

May 29, 1990

Gav Stinson Employment Equity Branch EMPLOYMENT & IMMIGRATION CANADA Phase IV, 5th Floor Place du Portage Ottawa, Ontario K1A 0.19

Dear Ms. Stinson:

Enclosed please find our Employment Equity report for 1989.

As you can see, our statistics have improved since the 1988 filing. and we assure you that we are putting great effort into meeting your expectations.

We have attended this year's Aboriginal Conference for Equal Employment Opportunity to establish new contacts and to build on our relationship with the native community in general.

We also have met with Mr. Ross of the Canadian Council for Native New Business and are actively exploring greater employment opportunities for the disabled.

Should you have any further questions, please do not hesitate to contact me.

Yours truly,

CANWEST PACIFIC TELEVISION INC.

Ina Schadung

Ina Schonberger

Director of Human Resources

IS/hs



OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

formulaire 2 Partie A, Page 1

19 89 Reporting Period. Periode de rapport: Vancouver Telecommunications Broadcasting Designated CMA (specify) RMR désignée (préciser)  $\boxtimes$ Industrial Sector Branche d'activite British Columbia Province / Territory (specify)
Province / territoire (preciser) CanWest Pacific Television Inc.  $\boxtimes$ National (Canada) National (Canada)  $\boxtimes$ NOTE. See instructions NOTA. Voir instructions Name of Business Nom de l'entreprise Lucation Endroit

										A Dark Day	201	Mambare	Members of Visible Minorities	Sertion
	Top and bottom of salary range			All Employees Tous les salariés		A	Aboriginal Peoples Autochtones		Perso	Personnes handicapees	163	Membres	Membres des minorites visibles	isibles
Occupational Groups Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	remuneration Col 1		Col 2	Col 3	Col 4	Col S	Gol 6	Col 7	Col 8	6 10)	Col 10	(0  11	Col 12	Col 13
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Opper-revermanagers Cadres superreurs	70,000	2 -							_	_				
Middle or other managers	70,000 and over	4 m	- £	- 8		N/A			N/A					
Cadres intermediaires et autres cadres	30,000 - 34,999	2 1	2	3										-
Professionals	70,000	<b>4</b> w	-			N/A			N/A					
Professionnels	70,000	· ~.										_	_	
Semi-professionals and	70,000	4												
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rechniciens	24,999	-	86	58	28	-		-				7	7	-
Supervisors	40,000 -	4 m			-	N/A			N/A			N/A		
Surveillants	30,000 - 34,999	. 7	_		1				:	:				
	65,000 -	4	_	_								V		
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	39,999	7	3	3										

Ves separate Parts for permanent part-time and temporary employees Unlised les autres parties pour les salanés permanents à temps partiel et les salanés temporaires

EMP 3871 (9 86)

1 refers to the lowest salary quarter, 4 refers to the highest salary quartler plus élevé.

1 represente les salaires du quart le moins élevé, 4 represente les salaires du quart le plus élevé.



NOTA Voir instructions	Too and bottom			VII Employage			of ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of the ordinate of					Formulaire	laire - Partie A.	tie A, "g".
Occupational Groups	of salary range	:	1	Tous les salaries		4	Autochtones	s	Perso	Persons with Disabilities Personnes handicapees	ties	Membe	Members of Visible Minorities Membres des minorites visibles	visibles
Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	6 100	Col 10	Col 11	Col 12	Col 13
Clerical workers Employes de bureau	35,000 - 39,999   17,500 - 19,999	4 W 2 -	5 8 7	2	- E & O	N/A	:		1 2	:- :-	2	2 1	1	
Sales workers £mployes du secteur de la vente	70,000 and over 35,000 - 39,999	3 3	2 - 2 -	22		N/A			N/A			N/A		
Service workers Employes du secteur des services		4 E 2 -	N/A			N/A			N/A			N/A		
Skilled crafts and trades workers Travalleurs qualifies et artisans	35,000 - 39,999 25,000 - 27,499	4 m 2 =	3 7 3	5 2 6 3		N/A			1	-			-	:
Semi-skilled manual workers Travailleurs manuels specialises	35,000 - 39,999 25,000 - 27,499	4 m 2 -	4 4	2	2	N/A			N/A			N/A		
Other manual workers Autres travailleurs manuels		4 % 2	N/A			N/A			N/A			N/A		
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	F EMPLOYEES DE SALARIÉS		170	113	57	-		-	7	5	2	=	9	5

EMP 3871 (9-86) P.2

• . Trefers to the lowest salary quarter; 4 refers to the highest salary quarter! Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus èleve



OCCUPATIONAL GROUPS; PERMANENT PART-TIME EMPLOYEES\* CATEGORIES PROFESSIONNELLES; SALARIES PERMANENTS À TEMPS PARTIEL\*

Industrial Sector: Branche d'activite

2 Part B. Page 1

1989 Form Repor

TELECOMMUNICATIONS BROADCASTING

Designated CMA (specify) VANCOUVER RMR designée (préciser)

W

BRITISH COLUMBIA

Province / Territory (specify)
Province / territoire (preciser)

National (Canada)

X

Location Endroit

Name of Business.

Nom de Fentreprise CANWEST PACIFIC TELEVISION INC.

NOTE See instructions NOTA Voir instructions

Aboriginal Peoples Autochtones

Men Total Number Nombre total

> Women Col 7

Men Hommes Col 6

Total Number Nombre total Col S

Women Col 4

Total Number Nombre total

Quarter

Top and bottom of salary range Maximum et minimum de l'echelle de remuneration

Occupational Groups Categories professionnelles

Col 2 N/A

Col 1

Upper level managers Cadres superieurs

All Employees Tous les salaries Men COH 3

Persons with Disabilities Personnes handicapees

Women

Women Col 13

Men Col 12

Col 11

Col 10

Col 9

N/A Col 8

N/A

N/A

Total Number Nombre total

Members of Visible Minorities Membres des minorites visibles

N/A

N/A

N/A

N/A

Middle or other managers Cadres intermediaires et autres cadres

N/A

N/A

N/A

N/A

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

N/A

N/A

N/A

N/A

Supervisors

4 2 8 4

30,000 34,999 22,500 24,999

Semi-professionals and

Professionals Professionnels

technicians Semi-professionnels et

techniciens

N/A

N/A

N/A

N/A

N/A

Foremen/women

1 MF 1886 (9 86) P

NOTA Voir instructions		-												
Occupational Groups	Top and bottom of salary range	:	Te	All Employees Fous les salaries		Ab	Aboriginal Peoples Autochtones		Person	Persons with Disabilities Personnes handicapees	ties	Membre	Members of Visible Minorities Membres des minorites visibles	ontres
Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Fotal Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col 1		Col 2	Col 3	Col 4	Cul S	Col 6	Col 7	Cut 8	6 (0)	(01.10	Col 11	Col 12	Col 13
Clercal workers Employes de bureau	17,500 19,999 7,500 9,999	3 2	2		2	N/A			N/A			N/A		
Sales workers Employes du secteur de la vente		2 2 1	N/A			N/A			N/A			N/A		
Service workers Employes du secteur des services		4 m 2	N/A			N/A			N/A			N/A		
Skilled crafts and trades workers Fravailleurs qualifies et artisans	30,000 34,999 17,500 19,999	4 W V:=	2 7 7 1	22.7		N/A			N/A			: -	T	
Semi skilled manual workers Travailleus manuels specialises	35,000 39,999 27,500 29,999	4. m ~-	- : - : - : :			N/A			N/A			N/A		: .
Other manual workers Autres travailleurs manuels	30,000 34,999 30,000 34,999	4 E 2 - E	1		1	N/A		: :	N/A			N/A		
OTAL NUMBER OF EMPLOYEE NOMBRE TOTAL DE SALARIES	TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS		42	31	11	1	1		N/A			Э	2	-

1 MF 1886 (9 86) F 7

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter!

I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve



NOTE See instructions NOTA Voir instructions

Employment and Immigration Canada Employet Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Part A Partie A

Form formulaire 3

Women Col 12 2 \_ Members of Visible Minorities Membres des minorites visibles Men Col 11 7 989 Industrial Sector
Branche d'activite | ITELECOMMINICATIONS BROADCASTING Total Number Nombre total Reporting Period.

Periode de rapport. Col 10 N/A N/A N/A N/A N/A m 2 3 \_ \_ Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 7 Total Number Nombre total Col 7 N/A N/A N/A N/A N/A N/A N/A 2 Province / Territory (specify)
Province / territorie (preciser) Women Gol 6  $\vdash$ Aboriginal Peoples Autochtones Men Col 5 Total Number Nombre total Col 4 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A \_ Women Col 3 2 2 6 2 2 All Employees Tous les salaries Name of Business
Nom defentreprise CANNEST PACIFIC TELEVISION INC. Men Col 2 7 9 7 36 20 15 National (Canada) Total Number Nombre total Col 1 N/A N/A N/A 7 7 7 15 12 57 25 20 SALARY HANGES ECHELLES DE REMUNERATION \$25,000 - \$27,499 \$30,000 - \$34,999 \$40,000 - \$49,999 \$10,000 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999 \$27,500 \$29,999 835,000 - \$39,999 Under Moins de \$10,000 Location Endroit

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2

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7

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N/A

Use separate Parts for permanent part time and temporary employees

Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaries

N/A N/A

11 16

12 18

666 69\$ 000 05\$

2 57

170

\$70.000 et plus
TOTAL NUMBER OF EMPLOYEES
NOMBRE TOTAL DE SALARIES

NOTE See instructions NOTA. Voir instructions

Employment and Immigration Canada Emploret Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES\*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Telecommunications Broadcasting

Part B Partie B

m

Form Formulaire

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 2 19 89 Total Number Nombre total Reporting Period Periode de rapport. Col 10 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A 2 Women 6 10) Persons with Disabilities Personnes handicapees Men Col 8 Industrial Sector Branche d'activite Total Number Nombre total N/A ( 103 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A British Columbia Women 9 100 Aboriginal Peoples Autochtones Province / Territory (specify) Province / territoire (preciser) Men Col 5 Total Number Nombre total Col 4 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A  $\boxtimes$ Women Col 3 CanWest Pacific Television Inc. 2 4 m = All Employees Tous les salaries Men 7 | 00 3 20 National (Canada) 31 Total Number Nombre total Col 1 N/A N/A N/A N/A N/A N/A N/A 3 23 ω 42  $\boxtimes$ TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES and over \$10,000 - \$12,499 SALARY RANGES ECHELLES DE RÉMUNERATION \$12,500 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$24,999 \$25,000 \$29,999 \$30,000 - \$39,999 \$40,000 - \$49,999 Under \$2,500 \$2,500 - \$4,999 \$5,000 - \$7,499 66668-00578 Name of Business: Nom de l'entreprise \$50,000 Location Endroit

LMP 3849 (9 86)

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

Canadä

2

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## PERMANENT FULL-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form Part A Part A Formulaire A Partie A

Telecommunications Broadcasting

Industrial Sector Branche d'activite.

CanWest Pacific Television Inc.

NOTE See instructions NOTA Voir instructions NOTA Voir instructions NAME of Business.

1 ocation-Endroit	National (Canada) National (Canada)		Province Province	Province / Territory (specify) Province / territoire (preciser)		British Columbia	g		Reporting Period Période de rapport	98 61 . 19 89		
		All Employees Tous les salarres			Aboriginal Peoples Autochtones	5:	Pers	Personns with Disabilities Personnes handicapees	iles	Membr	Members of Visible Minorities Membres des minorités visibles	orities visibles
Occupational Groups Categories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	9 100	Col 7	Col 8	6 103	Col 10	Col 11	Col 12
Upper-level managers Cadres superreurs	1	-		N/A			N/A			N/A		
Middle or other managers Cadres intermediaires et autres cadres	3	_	2	N/A			N/A			-		-
Professionals Professionnels	N/A			N/A			N/A			N/A		
Semi-professionals and technicians Semi-professionals et techniciens	19	7	12	_		-	N/A			-	-	
Surveillants	-		-	N/A			N/A			N/A		
Foremen/women Contrematires	1	-		N/A			N/A			N/A		
Ciercal workers Employes de bureau	2		2	N/A			N/A			N/A		
Sales workers Employés du secteur de la vente	-		-	N/A			N/A			N/A		
Service workers Employes du secteur des services	N/A			N/A			N/A			N/A		
Skilled crafts and trades workers Travailleurs qualifies et artisans	N/A			N/A			N/A			N/A		
Semi-skilled manual workers Travailleurs manuels specialises	2	2		N/A			N/A			N/A		
Other manual workers Autres travailleurs manuels	N/A			N/A			N/A			N/A		
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	30	12	18	-			N/A			2	-	-

(98-6) 0/8E JW1

Use separate Parts for permanent part-time and temporary employees \* Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

Canadä

NOTE See instructions

Emploi et Immigration Canada Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Form formulaire 4 Partie B

Women Col 12

Members of Visible Minorities Membres des minorites visibles Men Col 11 Total Number Nombre total 6861 TELECOMMUNICATIONS BROADCASTING Col 10 N/A N/A N/A N/A N/A N/A N/A N/A 7 Reporting Period: Periode de rapport Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Industrial Sector: Branche d'activite. Col 7 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A BRITISH COLUMBIA Women Col 6 Aboriginal Peoples Autochtones Men Col 5 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 N/A N/A N/A N/A N/A N/A N/A N/A N/A \_ Women Col 3 9 7 W All Employees Tous les salaries Men C | 0 14 10 CANWEST PACIFIC TELEVISION INC. Total Number Nombre total National (Canada) National (Canada) Col 1 N/A N/A N/A 20 N/A N/A 7 N/A N/A 10  $\boxtimes$ Middle or other managers Ladres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans : mployes du secteur des services Semi-skilled manual workers Travailleurs manuels specialises mployes du secteur de la vente Opper-level managers Cadres superieurs Nom de l'entreprise Clerical workers timployes de bureau Name of Business: Confrematires ucation-Endroif Service workers Professionals Professionnels ales workers Surveillants

Use separate Parts for permanent full-time and temporary employees. Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

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24

33

TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS

( MF 3890 (9:86)

Autres travailleurs manuels

Other manual workers

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Canadä

C.

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N/A N/A

N/A N/A N/A

N/A N/A

N/A

form S Part A Formulaire S Partie A

PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Industrial Sector.
Branche d'activite

TELECOMMUNICATIONS BROADCASTING

1989

Reporting Period: Periode de rapport:

h they have been last promoted) National (Canada) National (Canada)

Province / Territory (specify) BRITISH COLUMBIA Province / territoire (preciser)

 $\Box$ 

 $\square$ 

Location-Endroit

Name of Business Nom de l'entreprise : CANMEST PACIFIC TELEVISION INC.

NOTE: See instructions NOTA Voir instructions

Occupational Groups	Salarie	s promus (les sala All Employees	ries promus au co	Salaries promus (les salaries promus au cours de l'arnee doverie letre inscrits seuement dans la caregone processoninene a superie de l'arnee doverie etre inscrits seuement dans la caregone processon in boalites de l'arne de l'arne doverie etre inscrits seuement dans la caregone processon in boalites des initionités yielde l'arne double de la caregone processon de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de la caregone de	Aboriginal Peoples Autochlones	sulement data ta	Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Person Pe	Personnes handicapees	es	Membe	Members of Visible Minorities Membres des minorités visibles	srities
Catégories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col. 7	Col 8	Col 9	Cot 10	Col 11	Col 12
Upper level managers Cadres superieurs	N/A			N/A			N/A			N/A		
Middle or other managers Cadres intermediaires et autres cadres	2	2		N/A			N/A			N/A		
Professionals Professionnels	N/A			N/A			N/A			N/A		
semi-professionals and technicians semi-professionals et technicians	80	7	1	N/A			1	1		1		1
Supervisors surveillants	N/A			N/A			N/A			N/A		
Foremen/women Contremaitres	N/A			N/A			N/A			N/A		
Clerical workers Employes de bureau	3		3	N/A			N/A			1		-
Sales workers Employés du secteur de la vente	N/A			N/A			N/A			N/A		
Service workers Employes du secteur des services	N/A			N/A			N/A			N/A		
Skilled crafts and trades workers Travailleurs qualifies et artisans	N/A			N/A			N/A			N/A		
Semi-skilled manual workers Travailleurs manuels specialises	N/A			N/A			N/A			N/A		
Other manual workers Autres travailleurs manuels	N/A			N/A			N/A			N/A		
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS	13	6	4	N/A			1	1		2		2
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	13	6	4	N/A			1	1		2		2

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salariés temporaires

(98-6) 6986 AW 1

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NOTE. See instructions NOTA Voir instructions

Employment and Immigration Canada Employet Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

Formulaire 5 Part B

Women Col 12 Members of Visible Minorities
Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus are cours de l'année doivent être inscrits seulement dans la categorie professionnelle a laquelle ou a l'intérieur de laquelle ils ont été promus en dernier) 1989 Men Col 11 Reporting Period: Période de rapport: Total Number Nombre total Industrial Sector:

Branche d'activité: TELECOMMUNICATIONS BROADCASTING Col 10 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A Women 6 100 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Col 7 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A Women Province / Territory (specify)
Province / territoire (préciser) Gol 6 Aboriginal Peoples Autochtones Men Col 5 Total Number Nombre total Col 4 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A Women Col 3 All Employees Tous les salariés Men Col 2 Nom de l'entreprise: CANWEST PACIFIC TELEVISION INC. Total Number Nombre total National (Canada) Col 1 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS Employes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialisés Employes du secteur de la vente Travailleurs qualifies et artisans Autres travailleurs manuels upper-level managers Other manual workers Employés de bureau Name of Business. Cadres superieurs Foremen/women Location-Endroit Clerical workers Service workers Professionnels Sales workers Professionals Supervisors

Use separate Parts for permanent full-time and temporary employees.
Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

MP 3883 (9-86)

Canada

NOTE. See instructions NOTA Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

Form 6 Part A

## PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Canadä Femmes Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col 11 Total Number Nombre total TELECOMMUNICATIONS BROADCASTING 686 Col 10 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A Reporting Period Periode de rapport. Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 \_ 2 Total Number Nombre total Industrial Sector: Branche d'activité Col 7 N/A N/A N/A N/A N/A N/A N/A N/A N/A Province / Territory (specify)
Province / territoire (préciser) Women Col 6 Aboriginal Peoples Autochtones Men Col S Total Number Nombre total Col 4 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A Women 00 3 12 9 2 7 2 W All Employees Tous les salariés Men Col 2 CANWEST PACIFIC TELEVISION INC. 7 7 9 \_ \_ 14 Total Number Nombre total National (Canada) National (Canada) Col 1 N/A N/A N/A N/A 2 2 12  $\sim$  $\sim$ 2 \_  $\dashv$ 26 Ø Middle or other managers Cadres intermediaires et autres cadres TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans Employes du secteur des services Semi-skilled manual workers Travailleurs manuels specialises Employes du secteur de la vente Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Employés de bureau Nom de l'entreprise Name of Business: furemen/women Location Endroit Clerical workers Service workers Professionals Professionnels Contremaitres Sales workers Supervisors

(MP 3872 (9-86)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires \*

6 Part B Form Formulaire

TELECOMMUNICATIONS BROADCASTING

Industrial Sector Branche d'activite

CANWEST PACIFIC TELEVISION INC.

NOTE: See instructions NOTA: Voir instructions

Name of Business Nom de l'entreprise

ucation-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL\*

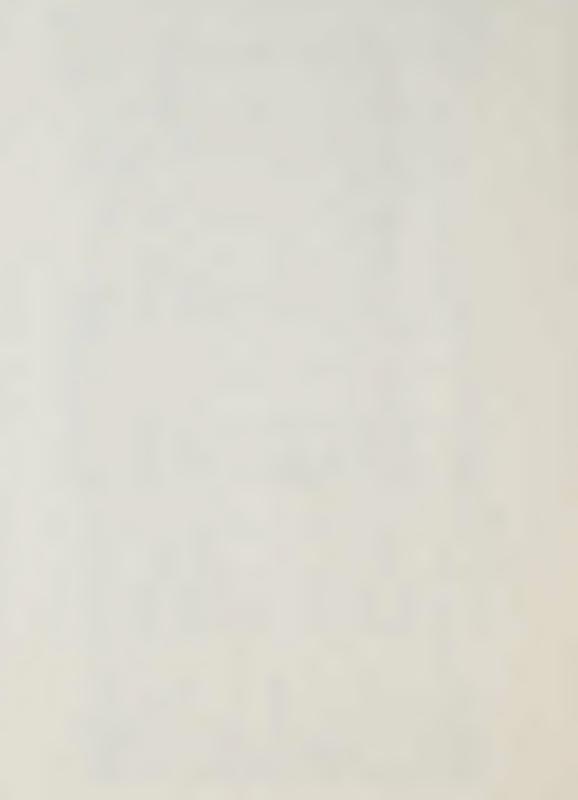
Women Col 12 -Members of Visible Minorities Membres des minorites visibles Men Hommes Col 11 Total Number Nombre total 19 89 Col 10 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A Reporting Period: Periode de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Men Hommes Col 8 Total Number Nombre total Col 7 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A BRITISH COLUMBIA Women Gol 6 Aboriginal Peoples Autochtones Men Hommes Col 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col 4 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A -Women Col 3 13 X All Employees Tous les salarres Men Hommes Col 2 9 ~ 4 Total Number Nombre total National (Canada) Col N/A N/A N/A N/A N/A N/A N/A N/A 19 4 4  $\boxtimes$ Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED MOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et techniciens timployes du secteur des services Skilled crafts and trades workers travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises f mployes du secteur de la vente Other manual workers Autres travailleurs manuels Hipper-level managers Cadres superieurs f mployes de bureau horemen/women Clerical workers Service workers Professionnels Confremaitres Professionals Sales workers Surveillants

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires \*

MP 3889 (9 86)

Canada

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M -E52

### **EMPLOYMENT EQUITY ACT**

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

## LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



BRITISH COLUMBIA STENA LINE LTD.

9123

Canadä<sup>\*</sup>

<sup>a</sup> Minister of Supply and Services Canada 1990

<sup>o</sup> Ministre des Approvisionnements et Services Canada 1990

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Employment and Employet Immigration Canada

SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTEKATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY EQUITE EN MATIÈRE D'EMPLOI: IDENTEKATION DE L'EMPLOYEUR, SOMMARIE DU RAPPORT ET ATTESTATION D'EXACTITUDE (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Form Formulaire

-	NAME OF EMPLOYER	FULL LEGAL NAME - NOM LÉGAL AU COMPLET	MET .		COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE	USON SOCIALE				
, O	MOM DE 1. EMPLOYEUR	O BRITISH	BRITISH COLUMBIA STENA LINE LTD.	IA LINE LTB.	O STENA LINE	16		,		
2	ADDIKESS	ADDRESS OF PRINCIPAL PLACE OF BUSINE	ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE	תנ	MAILING ADDRESS - ADRESSE POSTALE					_
	ADMESSE	1) 254 BEL	BELLEVILLE ST.	VICTORIA B.C.	O SAME					
-	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EI	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE	ENTREPRISE	name of officer responsible for employment equity - nom de l'agent responsable de l'Équité en matière d'emploi	TEQUITY - NOM DE L'AGENT RESPON	NSABLE DE L'ÉQUITÉ	É EN MATIÈRE D'EM	101	
VV	AGENTS	@ CLAES 1	WESTBERG		10 MILT BRALEY	EY				
	POSITION	POSITION TITLE - TITME OU FONCTION			POSITION TITLE - TITME OU FONCTION			ANEA CODE T	ELEPHONE NUMBER	
02	FONCTION	O PRESIDEN	PRESIDENT AND C.E.O.		1 PERSONNEL	MANNEER.		2045	804380,1616	
		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ ?	गाई र	NO. OF EMPLOYEES  NOMBRE DE SALARIÉS		(I) DESIGNATED C.M.As.		NIVORY BINDHA BI	PHOWINCESTERNITOHIES PROVINCESTERNITOHIES	
S		1 WATER LIK	TRANSPORT INDUS	INDUSTRIES BAS	GEOGRAPHICAL	CatGaby		ONT.ONT		
<b>\$ \$</b> ¢	INDUSTRIAL SECTOR(S)	INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2	116.2	MO. OF EMPLOYEES MOMBRE DE SALARBÉS	AREAS	EDMONTON		QUE-QC		
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< & × >	STATUS CATEGORIES	NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALARIÉS	MUMBER OF PERMANENT PART-TIME EMPLOYEES MOMBRE DE SALARIES	NUMBER OF TEMPORARY EMPLOYEES NOMBRE DE SALARIÉS	(MOIOUFR LE MOMBRE	VANCOUVER	228	NFLD -TM.		
<b>&gt;</b> ≃ ⊢	CATÉGORIES	PERMANENTS A TEMPS PLEIN	PERMANENTS A TEMPS PARTIEL	TEMPORAINES	DE SALARIÉS DANS	WINNIPEG		NWI-TM-O		
•	DE SALARIËS	147	0	8/		(19) TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALARÉS AU CANADA	Addis Addis			
Ψ. U.W.	CERTIFICATION	(3) CL17ES	WESTBERG-	HEREBY CERTIFY ON BEHALF OF (Name of	HEREN CENTER ON BLUME OF WHITE OF WHILE AND LINE LAD	MBIA STENA L	INE 170		/	
w	ACCURACY	THAT THE INFORMATION CONTAINED IN	FORMS 1 TO & OF THIS REPORT IS TRUE AND A	THAT THE INFOMMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURALE IN EVERY MESPECT, TO THE BLST OF MY KNOWLEDGE AND BELLIF	KNOWLEDGE AND BELIEF				CORPORATE	
- V		JE, (NOM)		ATTESTE PAR LES PRESENTES AU MOM DE (Nom de l'employeur)	(Nom de l'employeix)				SCEAUDETA	
02 40	ATTESTATION D'EXACTITUDE	QUE LES RENSERGMEMENTS FOURNIS DA	NS LES FORMULAIRES TA 6 DU PRESENTRAPPE TT. J 17. 10.	OUL LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES I A S OU PRESENT RAPPORT SONT, AUTHAT QUE IS SACIE, VANS ET EXACTS A TOUS EGARDS.  The second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second sec	TS A TOUS ÉGARDS				SOCIETE	
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NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTAL VOIR MESTRUCTIONS POUR REMAIN TOUS LES FORMULAINES

LMP 384 /(9-86)

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) 1 paragraphes 4(1) et 6(1))

Emplor et Immigration Canada

Employment and Immigration Canada

EMPLOYMENT EQUITY: FURLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY EQUITE EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAINE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form Formulaire

Canada 380-1.61 TELEPHONE NUMBER MUMÉRO DE TÉLEPHONE 220 CORFCRATE SCEAU DE LA SOCIÉTÉ SEAL 220 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'ÉMPLOI 402 WILLIAM W.D.T.AL N.B.A.& MAN.-MAN. PELLP.E. ASK -SASK MITA ALB IKM.-YOK. TWO.THO AC. 400 N.S.-AL-E. B.C.C.4 STEND LINE LTD. 228 TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALABHÉS AU CAMADA MANAGER DESIGNATED C.M. As COLUMBIA /ANCOUVER WINNERS MONTREAL TORONTO DAMONTO COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE BRALEY CALGARY HALIFAX REGIMA 11/1/E PERSONNEL SÉOGRAPHIQUES EMPLOYEES LOCATED IN GEOGRAPHICAL BRITISH (INDICATE NUMBER OF INDIQUER LE NOMBRE STENP MAILING ADDRESS - ADRESSE POSTALE MILT POSTION TITLE - FITHE OU FONCTION DE SALARIÉS DANS CHAOUE SECTEUR) SPINE SECTEURS EACH AREA) AREAS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF ATTESTE PARLES PRESENTES AU NOM DE (Nom de l'employeur) OUR LES NENSEKONEMENTS FOUNNIS DANS LES FORMULAINES 1 À 6 DU PRÈSENT RAPPORT SONT, AUTANT QUE LE SACHE, VIAIS ET EKACTS A TOUS ÉGANDS. HEREBY CERTIFY ON BEHALF OF (Name of employer) 0 0 · (G) 8 SIGNATURE - SIGNATURE TRANSPORT INDUSTRIES 238 NO. OF EMPLOYEES NOMBRE DE SALARIES NO OF EMPLOYEES MOMBRE DE SALARIÉS NO. OF EMPLOYEES WOMBRE DE SALARIÉS NUMBER OF TEMPORARY
EMPLOYEES
NOMBRE DE SALABES
TEMPORABES STEN'A LINE LTD 0 1. CTORIA NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PRÉMIER DRIGEANT DE 1 'ENTRÉPRISE 1990 C.E.O. ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADMESSE D'AFFARFS NATIONALE PRINCIPALE NUMBER OF PERMANENT PART-TIME EMPLOYEES NOMBRE DE SALARIES PERMANENTS A TEMPS PARTIEL 30 NIS WESTRERG 0 BRITISH COLUN. BIR JUNE O.VH NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTA: VOW MISTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES BELLEVILLE THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF 1 PRESIDENT TRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ ! INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 INDUSTRIAL SECTION 2 - BRANCHE D'ACTIVITÉ 2 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 FULL LEGAL NAME - NOM LEGAL AU COMPLET DATE - DATE POSITION TITLE - TITME OU FONCTION FULL TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS A TEMPS PLEIN CIMES WATER UMBER OF PERMANENT 147 254 I. (Name) 0 (2) 3 3 6 (5) C (2) NOW DE L'EMPLOYEUR CERTIFICATION ATTESTATION D'EXACTITUDE NAME OF EMPLOYER EMPLOYMENT CATEGORIES CATEGORIES BRANCHE(S) ACCURACY POSITION FONCTION INDUSTRIAL SECTOR(S) D'ACTIVITÉ SALARIÉS OFFICERS STATUS AGENTS ADDHE SS AURESSE OF ΟĘ 40224 - 24 44 93 REGERA 4352CW \_0=2---

LARP 3847(9-86)



July 5, 1990

Employment Equity Branch
Employment & Immigration Canada
140 Promenade du Portage
Phase IV, 5th Floor
Ottawa, Ontario
K1A 0J9

Dear Sir,

B.C. Stena Line is a private company formed in November 1900 to operate cruise ferries between Victoria, B.C. and Seattle, Washington and is a subsidiary of Stena Line Gothenburg, Sweden. The staff of the previous crown corporation which ran this seasonal service for fourteen years were offered employment with B.C. Stena.

All officers and unlicensed deck and engine room staff are hired through the union halls of the Canadian Merchant Service Guild and Seafarers' International Union. These are the officers covered under the skilled crafts and trades workers and semi-skilled manual workers sections. The company either hired or inherited the clerical, service and administrative staff. There were no permanent part-time staff members.

We adhere to the Canadian Human Rights Code, both in our interviewing and hiring practices. Promotions of staff is based on merit and ability and this policy is clearly stated in our union agreements.

The Company has embarked on new employee training and management courses through the local colleges and schools, as we want to continue to upgrade our staff, especially on the technical level in the engine room and the service level in the dining room.



Employment Equity Page 2

After overcoming many hurdles both on the Canadian and U.S. sides, we have been able to expand this past spring with a much larger ship, and as a result have employed many new employees in all age groups and in different job classifications during May and June of this year.

We hope to continue to do so in the coming years.

Yours truly,

Milt Braley Personnel Manager

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES\*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form formulaire 2 Partie A, Page 1

Reporting Period: Période de rapport: VICTORIA Industrial Sector:
Branche of activities
WHIER TRANSPORT INDUSTRIES Designated CMA (specify)
RMR désignée (préciser) À 000 Province / Territory (specify) Province / territoire (préciser) STENA LINE National (Canada) BC. NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise Location-Endroit

	Top and bottom			All Employees		Ab	Autochtones		Person	Persons with Disabilities	ties	Membre	Members of Visible Minorities	orities
Occupational Groups Catégories professionnelles		Quart	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
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Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

LIMP 3871 (9-86)

\*\* Trefers to the lowest salary quarter, 4 refers to the highest salary quarter!

Treprésente les salaires du quart le moins éleve; 4 représente les salaires du quart le plus élevé.

Canada

Form formulaire 2 Partie Page 2

NOTE. See instructions NOTA: Voir instructions						4	Abornal Peoples		Perso	Persons with Disabilities	ties	Member	Members of Visible Minorities	ornies
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	17499	d -	9	7										
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Travailleurs qualifies et artisans	2500° 27499	2	70/	701										
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Travailleurs manuels specialises	17500	2	\ \	/w										
	(444)	4												
Other manual workers Autres travailleurs manuels		2												
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NOMBRE TOTAL DE SALANIES	L DE SALARIES	:	1 refers to the L	owest salary qua	riter; 4 refers t	refers to the lowest salary quarter; 4 refers to the highest salary quarter. I represente les salaires du quart le mons eleve, 4 represente les salaires du quart le plus éleve	iry quarter/ es salaires du qua	art le plus élevé					Ü	Canadä

Employment

Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES\*
CATÉGORIES PROFESSIONNELLE: SALARIÉS TEMPORAIRES\*

Formulaire 2 Part.C. Page 1

19 27

TRANSPORT INDUSTRIES Période de rapport:

WATER TRANSPORT

Industrial Sector: Branche d'activité: Province / Territory (specify)
Province / territorie (préciser)

KINE

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

STENP.
National (Canada)
National (Canada)

2

Location-Endroit

Members of Visible Minorities Membres des minorités visibles Men Col. 12 Total Number Nombre total Col 11 Women Col. 10 Persons with Disabilities Personnes handicapées Men Col. 9 Total Number Nombre total Col. 8 Women Col. 7 Aboriginal Peoples Autochtones Men Col 6 Total Number Nombre total Col 5 Women Col 4 All Employees Tous les salariés Men Col 3 Total Number Nombre total Col 2 Quarter Top and bottom of salary range Maximum et minimum de l'echelle de remuneration 17500 17500 Col. 1 Occupational Groups Catégories professionnelles Middle or other managers Cadres intermediaires et autres cadres technicians Semi-professionnels et techniciens Upper- level managers Cadres superieurs Semi-professionals and Foremen/women Professionals Professionnels Supervisors

Use separate Parts for permanent full-time and permanent part-time employees

\* Utiliser les autres parties pour les salariés permanents à temps plein et les salaries permanents à temps partiel

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1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/ 1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé Canadä

NOTA Voir instructions	Top and bottom of salary range			All Employees Tous les salarres		A	Aboriginal Peoples Autochtones	~	Perso	Persons with Disabilities Personnes handicapees	ities	Membe	Members of Visible Minorities Membres des minorités visibles	norities
Occupational Groups Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Meni Hommes	Women
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Clerical workers	12499	4 W	Ŋ	,	લ									
Employes de bureau	7500	1	,		-									
Sales workers		4 W												
Employes du secteur de la vente		~ -												
Service workers	30000	4 . w	61	0	~ ó									
Employes du secteur des services	5000	2 1	18	/3	400									
Skilled crafts and trades workers	38,000	4 W	,	, ,										
Travailleurs qualifiès et artisans	13500	2 1		,										
Semi-skilled manual workers	20000	4. m	7 7	47										
Travailleurs manuels specialises	7500	~ -	11	4,7										
Other manual workers		4 m												
Autres travailleurs manuels		. 2												: 
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	DE SALARIES		18	55	26									

. I refers to the lowest salary quarter; 4 refers to the highest salary quarter! I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

(MP 3887 (9 86) F 2

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES\* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form Formulaire 3 Partie A

industrial Section: Branch d'action: WATER TRANSFORT INDUSTRIES	Reporting Period: 19 39	Persons with Disabilities Members of Visible Minorities Personnes handkapées Membres des minorités visibles	Total Number Men Women Total Number Men Women Mombre total Hommes Femmes Nombre total Hommes Femmes	Col 7 Col 8 Col 9 Col 10 Col 11 Col 12														
	Province / Territoiry (specify)  Province / Territoire (preciser)	Aboriginal Peoples Autochtones	Total Number Men Hommes	Col 4 Col.5														
VE 176.	Prov		Women Tot Femmes Nov	Col. 3	0	0	3	3	0/	7	1.	_	,	_	,	0	0	176
STENA LINE LTD.	(Canada) (Canada)	All Employees	Men	Col. 2	0	0	/3	3/	9	8	//	7	6	6	11	12	4	111
Be. 57	National (Canada)		Total Number Nombre total	Col 1	0	0	9/	34	26	13	12	8	0/	10	12	13	4	111.7
Name of Business: Nom de l'entreprise:	Location-Endroit		SALARY RANGES ECHELLES DE REMUNERATION		Under Moins de \$10,000	\$10,000 - \$14,999	\$15,000 - \$17,499	\$17,500 - \$19,999	\$20,000 - \$22,499	\$22,500 - \$24,999	\$25,000 - \$27,499	\$27,500 - \$29,999	\$30,000 - \$34,999	\$35,000 - \$39,999	\$40,000 - \$49,999	666'69\$ - 000'05\$	\$70,000 and over	TOTAL NUMBER OF EMPLOYEES

trap 3848 (9:86)

Use separate Parts for permanent part-time and temporary employees

\* Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

Emploret Immigration Canada Employment and Immigration Canada

3 Partie C

Form Formulaire

WATER TRANSPORT INDUSTRIES

Industrial Sector: Branche d'activité: SALARY SUMMARY: TEMPORARY EMPLOYEES\* PROFIL SALARIAL: SALARIES TEMPORAIRES\*

727

STENA LINE

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NOTE: See instructions
NOTA. Voir instructions
Name of Business.
Nom de l'entreprise:

Canadä Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Hommes Col 11 Reporting Period: 19 37 Total Number Nombre total Col 10 Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Col 7 Women 8 C. Gol 6 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify)
Province / territoire (préciser) Col. 5 Total Number Nombre total Col 4 Ò Women Col 3 5 3 5 ও 1 ١ All Employees Tous les salaries Men Hommes Col. 2 6 3 7 1 i 0 5 National (Canada) Total Number Nombre total 3 Col. 1 15 61 30 7 F 0 TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIÉS \$50,000 and over \$40,000 - \$49,999 \$25,000 - \$29,999 \$30,000 - \$39,999 \$12,500 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$24,999 \$10,000 - \$12,499 SALARY RANGES ECHELLES DE REMUNERATION Under \$2,500 Moins de \$2,500 \$5,000 \$7,499 \$7,500 - \$9,999 \$2,500 - \$4,999 Location-Endroit

(98-6) 058E JM3

Use separate Parts for permanent full-time and permanent part-time employees. Utiliser ies autres parties pour les salariés permanents à temps plein et les salariés permanents à temps partiel

NOTE. See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Form A Part A Formulaire A Partie A

Women Col. 12 Members of Visible Minorities Membres des minorités visibles TRANSPORT INDUSTRIES Men Col. 11 1989 Total Number Nombre total Col. 10 Reporting Period: Période de rapport: Women Col. 9 Persons with Disabilities Personnes handicapées WATER Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activité: Col. 7 Women Col. 6 8 C. Aboriginal Peoples Autochtones Men Hommes Col. 5 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col 3 10 3 15 bo 470 B All Employees Tous les salariés STENA LINE Men 35 93 Col. 2 151 40 5 m 1 Total Number Nombre total National (Canada) 25 Col X 58 57 15 5 8 6 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans Service workers Employés du secteur des services Sales workers Employés du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels Upper-level managers Cadres supérieurs Clerical workers Employés de bureau Name of Business: Nom de l'entreprise: Forementwomen Location-Endroit Professionals Professionnels Surveillants

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salariès temporaires

EMP 3870 (9:86)

Canadä

Form Formulaire A Partie C

TEMPORARY EMPLOYEES HIRED\* RECRUTEMENTS: SALARIÉS TEMPORAIRES\*

Canadä Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col. 11 Branche d'activité.

Branche d'activité.

M.P. T.F.R. TR.P.M.S.P.C.F. INDUSTRIES 19 87 Total Number Nombre total Col 10 Reporting Period: Période de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Col. 7 Women Col 6 Aboriginal Peoples Autochtones 8 8 Men Col. 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col 4 Women 23 36 Col. 3 m 170 2 2.Mi All Employees Tous les salariés 50 Men Hommes 7 9 32 Col. 2 STENA Total Number Nombre total National (Canada) National (Canada) 55 4 9 # 18 Col. 1 ર TOTAL NUMBER OF EMPLOYEES HIRED WOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Caregories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Employés du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialisés Sales workers Employés du secteur de la vente Autres travailleurs manuels Other manual workers NOTE: See instructions
NOTA: Voir instructions
Name of Business:
Nom de l'entreprise. Upper-level managers Cadres superieurs Employes de bureau Furemen/women Clerical workers Service workers Location-Endroit Professionals Professionnels Confremaitres Surveillants

Use separate Parts for permanent full-time and permanent part-time employees. Unisser les autres parties pour les salariés permanents à temps plein et les salariés permanents à temps partiel

(98-6) 168F JW I

STEND LINE LTD

S. C.

NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise: Location-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

Form formulaire 5 Partie A

PERMANENT FULL-TIME EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Industrial Sector:
Beanche d'activité:
MATÉR TRANSPORT INDUSTRIES
MATÉR TRANSPORT

Reporting Period: Période de rapport: 8.0 Province / Territory (specify) Province / territoire (préciser) Ø National (Canada) National (Canada)

	Salarié	Employees prosposes prosposes sala	omoted (Employ triés promus au c	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salariés promus au cours de l'année dowent être inscrits seulement dans la catégorie professionnelle a laquelle ou a l'intérieur de laquelle its ont été promus en dernier)	g the year are to rent être inscrits s	be reported only eulement dans la	in the occupational categorie professional	l groups to which onnelle à laquelle	or within which	they have been last de laquelle ils ont é	t promoted) té promus en der	nier)
Occupational Groups		All Employees Tous les salariés			Aboriginal Peoples Autochtones	s	Pers	Persons with Disabilities Personnes handicapées	e es	Memb	Members of Visible Minorities Membres des minorités visibles	orities
Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	6 lo	Col. 10	Col 11	Col 12
Upper-level managers Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants	/		^									
Foremen/women Contremaitres												
Clerkal workers Employes de bureau			,									
Sales workers Employés du secteur de la vente											,	
Service workers £mployés du secteur des services	n	1	8									
Skulled crafts and trades workers Travailleurs qualifies et artisans	3	B										
Semi-skilled manual workers Travailleurs manuels specialisés	/	1										
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS	8	7.0	9									
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	8	4	3									

Form S Partic S Fartie C

TEMPORARY EMPLOYEES PROMOTED\* AVANCEMENTS: SALARIÉS TEMPORAIRES\*

NOTE See instructions NOTA Voir instructions

Women Col 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus fles salaries promus an cours de l'année dowent être inscrits seulement dans la catégorie professionnelle a laquelle ou a l'intérieur de laquelle its ont été promus en dernier) 1989 Men Col. 11 WATER TRANSPORT INDUSTRIES Reporting Period: Période de rapport: Total Number Nombre total Col. 10 Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Industrial Sector: Branche d'activité. Col. 7 Women 9 loo B. C. Aboriginal Reoples Autochtones Men Col. 5 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col 4 Women 3 Col 3 8 3 770 All Employees Tous les salaries Men Hommes Col 2 S. C. STENA LINE Total Number Nombre total National (Canada) Col. 1 53 CX TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans Employés du secteur des services Semi-skilled manual workers Travailleurs manuels specialises Employes du secteur de la vente Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Ciercal workers Employes de bureau Name of Business: Nom de l'entreprise Foremen/women Contremaitres Service workers Location-Endroit Sales workers Professionals Professionnels Supervisors

1 MF 1884 (9-86)

Use separate Parts for permanent full-time and permanent part time employees. Unliser les autres partes pour les salaires permanents à temps piem et les salaires permanents à temps partiel 41

Form 6 Part A

TRANSPORT INDUSTRIES

19 89

PERMANENT FULL-TIME EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN\*

Industrial Sector: Branche d'activité:

Reporting Period: Période de rapport: BC

Province / Territory (specify)
Province / territoire (préciser)

Z

National (Canada)

Location-Endroit

B.C. STENA LINE LTD.

NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise:

WATER

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col. 11 Total Number Nombre total Col. 10 Women 6 loo Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Men Col 5 Total Number Nombre total Col. 4 Women Col. 3 All Employees Tous les salariés Men Hommes Col. 2 Total Number Nombre total Col 1 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Upper-level managers Cadres supérieurs Professionals Professionnels

Semi-professionals and technicians Semi-professionnels et techniciens Employés du secteur des services Sales workers Employés du secteur de la vente Clerical workers Employés de bureau Furemen/women Contremaitres

Supervisors

3 8 TOTAL NUMBER OF EMPLOYEES TERMINATED MOMBRE TOTAL DE CESSATIONS DE FONCTIONS Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialisés Other manual workers Autres travailleurs manuels

Service workers

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salariès temporaires

EMP 3872 (9-86)

Canada

Form Formulaire 6 Partie C

WATER TRANSFORT MOUSTRIES

TEMPORARY EMPLOYEES TERMINATED\* CESSATIONS DE FONCTIONS: SALARIÉS TEMPORAIRES\*

Industrial Sector: Branche d'activité:

STENP LINE LTD.

8.0

NOTE: See instructions NOTA. Voir instructions

Name of Business: Nom de l'entreprise:

Women Col. 12 Members of Visible Minorities Membres des minorités visibles Men Col. 11 19 89 Total Number Nombre total Col. 10 Reporting Period: Période de rapport: Women Col 9 Persons with Disabilities Personnes handkapées Men Col 8 Total Number Nombre total Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Province / Territory (specify) 8. C. Province / territore (préciser) Men · Hommes Col 5 Total Number Nombre total Col. 4 Women 10 Col 3 2 5 凶 All'Employees Tous les salariés Men 30 Col 2 3 00 C Total Number Nombre total National (Canada) National (Canada) Col 1 35 m 68 6 Middle or other managers Cadres intermédiaires et autres cadres TOTAL NUMBER OF EMPLOYEES TERMINATED WOMERE TOTAL DE CESSATIONS DE FONCTIONS Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens t mployes du secteur des services Skulled crafts and trades workers Travailleurs qualifies et artisans Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels spécialisés Other manual workers Autres travailleurs manuels Upper-level managers Cadres superieurs Ciercal workers Employés de bureau Foremen/women Service workers Location-Endroit Professionals Professionnels Sales workers Supervisors

Use separate Parts for permanent full-time and permanent part-time employees. Utiliser ies autres parties pour les salaries permanents a temps plein et les salaries permanents à temps partiel

1 MF (9-86)

Canada





